

WAGE TRANSPARENCY

Status

Signed into Law

Law

Chapter 141 of the Acts of
2024

An Act relative to salary range transparency.

During the 193rd Legislative Session, the Legislature took a strong step towards closing the gender and racial wage gap in the Commonwealth by passing An Act relative to salary range transparency. The legislation was signed into law by Governor Healey on July 31, 2024.

Highlights

- 1 Requires employers with 25 or more employees to disclose a salary range when posting a position.
- 2 Protects an employee's right to ask their employer for the salary range for a position when applying for a job or seeking a promotion
- 3 Requires employers with more than 100 employees to share their federal wage and workforce data reports with the Executive Office of Labor and Workforce Development, to better help identify gender and racial wage gaps by industry.

MassSenate

Legislature passes An Act relative to salary range transparency

\$55K/yr - \$70K/yr · Hybrid · Full-time · Associate
\$70.9K/yr - \$151.7K/yr · Full-time · Mid-Senior level
\$55K/yr - \$65K/yr · On-site · Full-time · Entry level
\$127.1K/yr - \$149.5K/yr · Full-time · Mid-Senior level
\$83.3K/yr - \$112K/yr · Full-time

This legislation requires employers with 25 or more employees to disclose a salary range when posting a position

The 2016 Equal Pay Act was a huge step forward in closing pay gaps and it worked. One study from 2020 showed salary history bans alone increased pay by as much as 5% for all job changers, 8% for women, and 13% for Black workers. This bill takes the next steps in providing more information for job seekers and ensuring that women and people of color enter wage negotiations with more information at their fingertips to secure better offers. With the data collected we'll learn about inequities that persist and be able to identify ways to solve them.

—Senator Pat Jehlen (D-Somerville)

