



Frances Perkins Workpl Equity Act

Workforce Data Reporting
Component



MASSACHUSETTS EXECUTIVE OFFICE OF
LABOR & WORKFORCE DEVELOPMENT

Josh S. Cutler, Undersecretary of

Mass. Municipal Association Labor Presentation, Sept. 10, 2025



Frances Perkins, United States Secretary of Labor, 1933-1945

An Act Relative to Salary Range Transparency

Chapter 141 of the Acts of 2004

- ✓ **Close wage gaps** – Pay ranges make hiring and promotions more transparent, helping to close persistent wage gaps.
- ✓ **Promote fairness** – Clear standards ensure compensation decisions are applied evenly across workplaces.
- ✓ **Strengthen data** – Wage and demographic reporting helps identify inequities and guide better policy and management decisions.
- ✓ **Build trust** – transparency saves time in hiring, strengthens morale, and fosters confidence among workers, employers, and the public.

Two key components of new law:

- 1) New data reporting requirements >> Applies to employers of **100 or more**
- 2) Salary range transparency >> Applies to employers of **25 or more**

Frances Perkins Act - Workforce Data Reporting

EEOC Background

Since 1966, the U.S. Equal Employment Opportunity Commission (EEOC) has required certain private employers to submit workforce demographic data reports. Additional reporting requirements were later added. (See chart)

What is new in the Mass. law?

Under the new law, covered employers are required to file a copy of their most recent EEO report with the Commonwealth. No new reports or changes are required, you just file a copy of the same EEO Report previously filed with the EEOC.

When are the state and local government reports due?

EEO-4 reports are due to MA by February 1 of every even-numbered year. (2026, 2028). To avoid conflicting with federal filing deadlines and make compliance easier, the state requirement is always for the off-year cycle with the federal requirement.

Annual filing

- **EE0-1** – Private Employers

Biennial filing

- **EE0-3** – Labor Unions
- **EE0-4** – State & Local Government
- **EE0-5** – Elem/Secondary Schools

Which report is to be filed?

The law requires employers to submit their most recent report. So for 2026 an employer would file a copy of the EEO-4 report they filed with the EEOC in 2025.

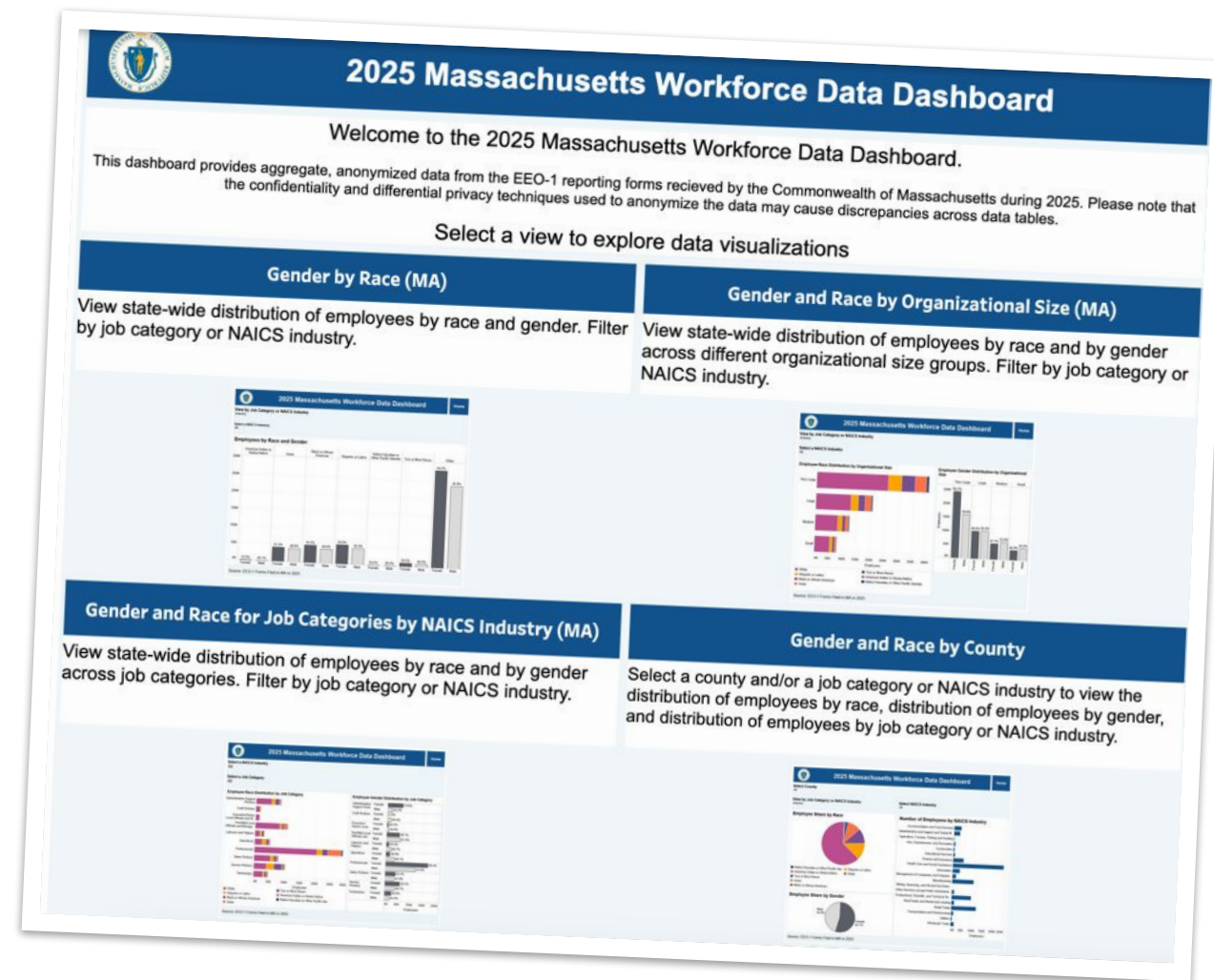
Workforce Data Dashboard

mass.gov/workforce2025



Workforce Dashboard Features:

- ✓ Key takeaways
- ✓ Interactive Data Dashboard
- ✓ 2025 Workforce Report (PDF)
- ✓ Source data spreadsheets (Aggregate)



Data Reporting FAQ page

www.mass.gov/info-details/workforce-data-reporting-faqs



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