

Massachusetts Attorney General's Office Presents:

**Employers' Obligations and Employees'
Rights under the Wage Transparency Act**



Why Pay Transparency?

Research shows that salary range transparency is one of the best tools to close gender and racial wage gaps.

- It provides prospective employees critical information that enables them to negotiate for equitable pay and make informed employment decisions.

The Pay Transparency Act will help employers and strengthen the Massachusetts economy and its competitiveness by attracting and retaining the best talent, by:

- Increasing applicant pools because workers are more likely to consider applying to a job if the pay range is listed in the job posting;
- Strengthening the employer/employee relationship by increasing trust; and
- Improving employee retention by encouraging employers to proactively review and evaluate their compensation practices and address any disparities.



How does the Act ensure increased transparency in pay?

1. Employers with 25 or more employees in the Commonwealth must disclose the pay range in the job posting for any position.
2. Employees or prospective employees have a legal right to know the pay range for a position upon applying for a position, promotion, transfer, or beginning a new position with an employer with 25 or more employees in the Commonwealth.
 - Employees also have the right to request the pay range for their current position.
 - The law protects employees who have been retaliated against for exercising this right.
3. The law also requires certain employers to report data and demographic information by submitting their “EEO Reports” to the Secretary of the Commonwealth.



Requirement to Disclose Pay Ranges

Beginning **October 29, 2025...**

Employers with 25 or more employees (“covered employers”) must establish and disclose pay ranges in job postings and to employees.

- The law defines “pay range” as “the annual salary range or hourly wage range that the employer reasonably and in good faith expects to pay for such a position at that time.”

Employees or prospective employees of covered employers have a right to know the pay range for a position when applying for a position, upon promotion, transfer, or beginning a new position, and on request for their current position.

Covered employers are prohibited from retaliating against employees who seek to exercise their rights under the law.



Violating the Requirement to Disclose Pay Ranges

A covered employer who is found to have violated this requirement is subject to the following penalties:

- warning for the first offense;
- a fine of not more than \$500 for the second offense;
- a fine of not more than \$1,000 for the third offense; and
- a fourth or subsequent offense shall be subject to paragraphs (1) and (2) of subsection (b) of General Laws Chapter 149, Section 27C.

Until **October 29, 2027**, covered employers will have 2 business days to cure defects upon receipt of a Notice to Cure letter from the Attorney General's Office.



What if I believe my rights as an employee or prospective employee have been violated?

Employees or prospective employees of covered employers have a right to know the pay ranges required by the pay transparency law.

- *Covered employers are prohibited from retaliating against employees who seek to exercise their rights under the law.*

If you believe your employer or prospective employer is retaliating against you for attempting to exercise this right, we encourage you to file a complaint with the Attorney General's Fair Labor Division. You can find more information at <https://www.mass.gov/how-to/file-a-workplace-complaint>.

