



CLOSING THE WAGE GAPS IN MASSACHUSETTS BY 2030

Massachusetts is losing workers. But, even after years of helping women and people of color build their qualifications, skills and work experience, substantial gender and racial wage gaps continue, contributing both to gaps in lifetime wealth and the daily standard of living. An Act Relative to Pay Equity will address this fundamental issue.

An Act Relative to Pay Equity

HD 2814 and SD 1521 call on employers to disclose salary ranges when hiring for a position and to employees who ask for them. HD 4039 and SD 2331 require companies and municipalities to submit their federally required EEOC data to the Massachusetts Secretary of State's office. This information would then be combined at the State level to provide aggregate reporting of wage gaps within business sectors that can be seen and understood. We cannot change what we do not measure.

Background

In the 2021-2022 legislative session, with strong support from the WEN coalition, two bills impacting racial and gender wage gaps were merged and reported favorably out of committee. The bills filed in the 2023-2024 session bring together WEN advocates for racial and gender equity and the Boston Foundation, to impact practices of inequity. The goal is to promote enhanced competitiveness for employers—to attract, retain, and promote desired employees—and enhanced access to wage information by employees to confirm fair, equitable conditions in the workplace.

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