

# MASSACHUSETTS EQUAL PAY LAW, AN ACT TO ESTABLISH PAY EQUITY

**EQUAL** PAY  
FOR ALL

The average woman in Massachusetts makes **83 cents** for every dollar earned by a white, non-Hispanic male counterpart. This number is worse for:



Asian women

**85 cents**



Native women

**62 cents**



African-American women

**58 cents**



Latina women

**50 cents**



**IN AUGUST 2016,** Massachusetts passed the nation's most robust equal pay law, banning salary history from the interview process to end cycles of gender (and race) based wage discrimination.

The law came into effect beginning

**JULY 2018**

and provides **unique protections:**

- 1 An Act to Establish Pay Equity defines the parameters of **comparable work and working conditions** in order to **standardize salaries**.
- 2 Employers **cannot ask prospective employees about previous salary information** before an offer has been made and negotiated.
- 3 Employers **cannot penalize or retaliate against employees for discussing wages**, thus encouraging pay transparency.

The law does allow for pay differentials based upon:



SENIORITY



MERIT



GEOGRAPHIC LOCATION



EDUCATION



TRAINING



EXPERIENCE



TRAVEL

However, pregnancy, family, or medical leave will not count against one's seniority.



If an employer discovers they are in violation of the law, they will be allotted **3 years** to amend the violation without punishment, if a good-faith effort is made.



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For information on the wage gap, visit [www.equalpayma.com](http://www.equalpayma.com).