



# Workforce Issuance

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100 DCS 02.176

Policy  Information

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**To:** MassHire Workforce Board Chairs  
MassHire Workforce Board Directors  
MassHire Career Center Directors  
MassHire Fiscal Officers  
MassHire DCS Operations Managers

**cc:** WIOA State Partners

**From:** Beth Goguen, Director  
MassHire Department of Career Services

**Date:** January 26, 2026

**Subject:** Pay Transparency in Massachusetts – MassHire JobQuest and MOSES Updates

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**Purpose:** This notification is to serve as a reminder to MassHire Workforce Boards, Career Center Operators and other local workforce partners of the act relative to salary range transparency in Massachusetts and associated updates made within MassHire JobQuest and MOSES.

**Background:** On July 31, 2024, Governor Healey signed *An Act Relative to Salary Range Transparency* into law, strengthening pay equity and transparency across the Commonwealth.

**Key Elements include:**

**1. Annual Workforce Demographic Reporting**

- Certain private employers must submit a workforce demographic data report each year

An equal opportunity employer/program.

Auxiliary aids and services are available upon request to individuals with disabilities.

TDD/TTY 1-800-439-2370 - Voice 1-800-439-0183

- Beginning February 1, 2025, employers with 100+ employees who are required to file federal EEO-1 reports must also submit their most recent EEO-1 to the Commonwealth

## **2. Salary Range Disclosure Requirements**

- Effective October 29, 2025, employers with 25 or more employees must disclose the salary or hourly range reasonably and in good faith expect to pay:
  - In all job postings
  - To applicants upon request
  - To current employees when they change roles or request the range for their position.

## **3. Expanded Transparency Throughout the Employment Lifecycle**

- Employers must provide pay ranges at key points such as promotions, transfers, or upon employee inquiry.

## **4. Alignment With the Massachusetts Equal Pay Act (MEPA)**

- The Act amends MEPA by adding new reporting and transparency obligations aimed at reducing pay disparities across the Commonwealth.

## **State Guidance and Support for Employers**

The Attorney General's Office has issued guidance and FAQs to help employers understand and comply with the law.

Reporting guidance can be found here: <https://www.mass.gov/info-details/workforce-data-reporting-faqs>.

## **MassHire JobQuest and MOSES Updates:**

Per MassWorkforce Informational Issuance 100 DCS 02.172, to be in compliance we have removed the No Designated Pay option in Employer Job Orders – Pay Specifications sub tab.

Job Order (New) - Bee keeper

Boston Honey Company FEIN: ## ###4751 ID: 2569123

Job Specification Pay Specification Referral Information Skill Set Selected Job Seekers Job Order History Screening Questions

**Pay Description**

Lower Pay (\$): 18.00 Upper Pay (\$): 30.00 Pay Unit: Hour

Commensurate with Experience  
 Plus Commission  
 Plus Tips  Other

Pay Details: Salary increases in 90 days after probationary period

**Benefits**

- No Benefits
- Benefits Unknown
- 401K
- Bonuses
- Child Care Referral Resources
- Child Care Services Reimbursement
- Clothing Allowance
- Education Cost Reimbursement

**Selected Benefits**

- Dental Insurance
- Life Insurance
- Long Term Disability Leave
- Major Medical
- On-Site Child Care
- Paid Holidays
- Prescriptions
- Sick Leave
- Vacation Leave

**Benefit Details**

Medical benefits begin on day 1

Employer Run Match OK Cancel

NEW

**Pay Description**

Lower Pay (\$): 18.00 Upper Pay (\$): 30.00 Pay Unit: Hour

OLD

**Pay Description**

Lower Pay (\$): .00 Upper Pay (\$): .00 Pay Unit: No Designated Pay

**Action**

**Required:** Please share with appropriate individuals.

**Effective:** Immediately.