



Workforce Issuance

100 DCS 05.201

☐ Policy ☒ Information

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: December 18, 2025

Subject: Pay Transparency in Massachusetts

Purpose: To notify MassHire Workforce Boards, MassHire Career Center Operators and other local workforce partners of the act relative to salary range transparency in Massachusetts.

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

The Act requires certain private employers to submit a workforce demographic data report on an annual basis. Starting February 1, 2025, employers with 100 or more employees who are subject to federal filing requirements must submit their most recent EEO-1 reports to the Commonwealth. Employers who are required to submit demographic EEO Data Reports must also do so with the Office of the Secretary of the Commonwealth of Massachusetts here: **EEO Wage and Workforce Data Reports**. For specific information about filing the required

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

reports, please see: <https://www.mass.gov/info-details/workforce-data-reporting-faqs>.

Starting October 29, 2025, the Act also requires employers with 25 or more employees to disclose wage ranges in job postings, to applicants, and current employees upon request.

On March 6, 2025, and April 8, 2025 the Attorney General's Office hosted webinars for employers on the requirements of the law and for employees on their rights under the law. A recording of the April 8 webinar is available here: [**Guidance on Employers' Obligations and Employees' Rights Under the Wage Transparency Act.**](#)

Action

Required: Please share with Managers, Business Service Representatives, staff, partners and employers as appropriate.

Effective: Immediately