

Massachusetts General Laws Annotated
Part I. Administration of the Government (Ch. 1-182)
Title XXI. Labor and Industries (Ch. 149-154)
Chapter 151. Minimum Fair Wages (Refs & Annos)

M.G.L.A. 151 § 1

§ 1. Oppressive and unreasonable wages; validity of contracts

Effective: January 1, 2019 to December 31, 2019

Currentness

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$12.00 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

Credits

Added by St.1947, c. 432, § 1. Amended by St.1949, c. 777, § 1; St.1952, c. 558, § 1; St.1955, c. 762, § 1; St.1956, c. 740, § 1; St.1958, c. 620, § 1; St.1962, c. 134, §§ 1, 4; St.1964, c. 644, §§ 1, 4; St.1966, c. 679, §§ 1, 4; St.1971, c. 892, § 1; St.1972, c. 752, § 1; St.1973, c. 1192, § 4; St.1974, c. 685, §§ 1, 2; St.1977, c. 946, §§ 1 to 4; St.1985, c. 760, §§ 1 to 3; St.1990, c. 306, § 1; St.1995, c. 196, §§ 1, 2; St.1999, c. 47, §§ 1 to 3; St.2006, c. 271, § 1, eff. Jan. 1, 2007; St.2006, c. 271, § 2, eff. Jan. 1, 2008; St.2014, c. 144, §§ 28, 31, eff. Jan. 1, 2015; St.2014, c. 144, § 29, eff. Jan. 1, 2016; St.2014, c. 144, § 30, eff. Jan. 1, 2017; St.2018, c. 121, § 17, eff. Jan. 1, 2019.

M.G.L.A. 151 § 1, MA ST 151 § 1

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Chapter 151. Minimum Fair Wages (Refs & Annos)

M.G.L.A. 151 § 1

§ 1. Oppressive and unreasonable wages; validity of contracts

Effective: January 1, 2020 to December 31, 2020

Currentness

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$12.75 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

Credits

Added by St.1947, c. 432, § 1. Amended by St.1949, c. 777, § 1; St.1952, c. 558, § 1; St.1955, c. 762, § 1; St.1956, c. 740, § 1; St.1958, c. 620, § 1; St.1962, c. 134, §§ 1, 4; St.1964, c. 644, §§ 1, 4; St.1966, c. 679, §§ 1, 4; St.1971, c. 892, § 1; St.1972, c. 752, § 1; St.1973, c. 1192, § 4; St.1974, c. 685, §§ 1, 2; St.1977, c. 946, §§ 1 to 4; St.1985, c. 760, §§ 1 to 3; St.1990, c. 306, § 1; St.1995, c. 196, §§ 1, 2; St.1999, c. 47, §§ 1 to 3; St.2006, c. 271, § 1, eff. Jan. 1, 2007; St.2006, c. 271, § 2, eff. Jan. 1, 2008; St.2014, c. 144, §§ 28, 31, eff. Jan. 1, 2015; St.2014, c. 144, § 29, eff. Jan. 1, 2016; St.2014, c. 144, § 30, eff. Jan. 1, 2017; St.2018, c. 121, § 17, eff. Jan. 1, 2019; St.2018, c. 121, § 18, eff. Jan. 1, 2020.

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M.G.L.A. 151 § 1

§ 1. Oppressive and unreasonable wages; validity of contracts

Effective: January 1, 2021 to December 31, 2021

Currentness

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$13.50 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

Credits

Added by St.1947, c. 432, § 1. Amended by St.1949, c. 777, § 1; St.1952, c. 558, § 1; St.1955, c. 762, § 1; St.1956, c. 740, § 1; St.1958, c. 620, § 1; St.1962, c. 134, §§ 1, 4; St.1964, c. 644, §§ 1, 4; St.1966, c. 679, §§ 1, 4; St.1971, c. 892, § 1; St.1972, c. 752, § 1; St.1973, c. 1192, § 4; St.1974, c. 685, §§ 1, 2; St.1977, c. 946, §§ 1 to 4; St.1985, c. 760, §§ 1 to 3; St.1990, c. 306, § 1; St.1995, c. 196, §§ 1, 2; St.1999, c. 47, §§ 1 to 3; St.2006, c. 271, § 1, eff. Jan. 1, 2007; St.2006, c. 271, § 2, eff. Jan. 1, 2008; St.2014, c. 144, §§ 28, 31, eff. Jan. 1, 2015; St.2014, c. 144, § 29, eff. Jan. 1, 2016; St.2014, c. 144, § 30, eff. Jan. 1, 2017; St.2018, c. 121, § 17, eff. Jan. 1, 2019; St.2018, c. 121, § 18, eff. Jan. 1, 2020; St.2018, c. 121, § 19, eff. Jan. 1, 2021.

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Chapter 151. Minimum Fair Wages (Refs & Annos)

M.G.L.A. 151 § 1

§ 1. Oppressive and unreasonable wages; validity of contracts

Effective: January 1, 2022 to December 31, 2022

Currentness

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$14.25 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

Credits

Added by St.1947, c. 432, § 1. Amended by St.1949, c. 777, § 1; St.1952, c. 558, § 1; St.1955, c. 762, § 1; St.1956, c. 740, § 1; St.1958, c. 620, § 1; St.1962, c. 134, §§ 1, 4; St.1964, c. 644, §§ 1, 4; St.1966, c. 679, §§ 1, 4; St.1971, c. 892, § 1; St.1972, c. 752, § 1; St.1973, c. 1192, § 4; St.1974, c. 685, §§ 1, 2; St.1977, c. 946, §§ 1 to 4; St.1985, c. 760, §§ 1 to 3; St.1990, c. 306, § 1; St.1995, c. 196, §§ 1, 2; St.1999, c. 47, §§ 1 to 3; St.2006, c. 271, § 1, eff. Jan. 1, 2007; St.2006, c. 271, § 2, eff. Jan. 1, 2008; St.2014, c. 144, §§ 28, 31, eff. Jan. 1, 2015; St.2014, c. 144, § 29, eff. Jan. 1, 2016; St.2014, c. 144, § 30, eff. Jan. 1, 2017; St.2018, c. 121, § 17, eff. Jan. 1, 2019; St.2018, c. 121, § 18, eff. Jan. 1, 2020; St.2018, c. 121, § 19, eff. Jan. 1, 2021; St.2018, c. 121, § 20, eff. Jan. 1, 2022.

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M.G.L.A. 151 § 1

§ 1. Oppressive and unreasonable wages; validity of contracts

Effective: January 1, 2023

Currentness

<[Text of section effective until January 1, 2020. For text effective January 1, 2020, see below.]>

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$12.00 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

§ 1. Oppressive and unreasonable wages; validity of contracts

<[Text of section as amended by 2018, 121, Sec. 18 effective January 1, 2020 until January 1, 2021. See 2018, 121, Sec. 32. For text effective until January 1, 2020, see above. For text effective January 1, 2021, see below.]>

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$12.75 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

§ 1. Oppressive and unreasonable wages; validity of contracts

<[Text of section as amended by 2018, 121, Sec. 19 effective January 1, 2021 until January 1, 2022. See 2018, 121, Sec. 33. For text effective until January 1, 2021, see above. For text effective January 1, 2022, see below.]>

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or

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understanding for or in relation to such employment shall be null and void. A wage of less than \$13.50 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

§ 1. Oppressive and unreasonable wages; validity of contracts

<[Text of section as amended by 2018, 121, Sec. 20 effective January 1, 2022 until January 1, 2023. See 2018, 121, Sec. 36. For text effective until January 1, 2022, see above. For text effective January 1, 2023, see below.]>

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$14.25 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

§ 1. Oppressive and unreasonable wages; validity of contracts

<[Text of section as amended by 2018, 121, Sec. 21 effective January 1, 2023. See 2018, 121, Sec. 36. For text effective until January 1, 2023, see above.]>

It is hereby declared to be against public policy for any employer to employ any person in an occupation in this commonwealth at an oppressive and unreasonable wage as defined in section two, and any contract, agreement or understanding for or in relation to such employment shall be null and void. A wage of less than \$15.00 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term "minimum wage" is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.

Credits

Added by St.1947, c. 432, § 1. Amended by St.1949, c. 777, § 1; St.1952, c. 558, § 1; St.1955, c. 762, § 1; St.1956, c. 740, § 1; St.1958, c. 620, § 1; St.1962, c. 134, §§ 1, 4; St.1964, c. 644, §§ 1, 4; St.1966, c. 679, §§ 1, 4; St.1971, c. 892, § 1; St.1972, c. 752, § 1; St.1973, c. 1192, § 4; St.1974, c. 685, §§ 1, 2; St.1977, c. 946, §§ 1 to 4; St.1985, c. 760, §§ 1 to 3; St.1990, c. 306, § 1; St.1995, c. 196, §§ 1, 2; St.1999, c. 47, §§ 1 to 3; St.2006, c. 271, § 1, eff. Jan. 1, 2007; St.2006, c. 271, § 2, eff. Jan. 1, 2008; St.2014, c. 144, §§ 28, 31, eff. Jan. 1, 2015; St.2014, c. 144, § 29, eff. Jan. 1, 2016; St.2014, c. 144, § 30, eff. Jan. 1, 2017; St.2018, c. 121, § 17, eff. Jan. 1, 2019; St.2018, c. 121, § 18, eff. Jan. 1, 2020; St.2018, c. 121, § 19, eff. Jan. 1, 2021; St.2018, c. 121, § 20, eff. Jan. 1, 2022; St.2018, c. 121, § 21, eff. Jan. 1, 2023.

M.G.L.A. 151 § 1, MA ST 151 § 1

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