

## CLIENT ALERT: Massachusetts Pay Transparency Law: Pay Range Disclosure Requirement Takes Effect

As of October 29, 2025, the pay range disclosure provisions of the Massachusetts pay transparency law are effective. Pursuant to [Chapter 141 of the Acts of 2024](#), employers with 25 employees in the Commonwealth need to disclose the pay range for a particular and specific employment position:

- in a job posting for the position;
- to an employee who is offered a promotion or transfer to a new position with different job responsibilities; and
- to an employee holding a particular position, or to an applicant for such position, upon request.

As discussed in [MBJ's earlier client alerts on the pay transparency law](#), this requirement extends to any posting intended to recruit job applicants for specific positions, including postings made by third parties (such as recruiters) on an employer's behalf. "Pay range" is defined as the annual salary or hourly wage range the employer reasonably and in good faith expects to pay for the position at the time of posting.

Employers should make sure that personnel involved in recruiting and hiring are aware of pay range disclosure requirement and other components of the pay transparency law. Notably, employers should make sure managers, human resources representatives and others are aware of the law's anti-retaliation provision, and avoid any retaliation against an employee or applicant who complains or takes other protected action with respect to salary disclosure rights. Employers should consult their MBJ attorney with any questions that arise in connection with this new law.

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