

MASSACHUSETTS

Massachusetts Issues FAQs for Upcoming Pay Transparency Law

The Massachusetts Executive Office of Labor and Workforce Development (LWD) recently published [frequently asked questions \(FAQs\)](#) regarding the state's [pay transparency law](#). The FAQs clarify certain pay data reporting requirements that take effect **Feb. 1, 2025**, but do not impose additional requirements.

Pay Data Reporting Requirements

The law requires employers with **100 or more employees** in Massachusetts who are subject to federal equal employment opportunity (EEO) reporting requirements (i.e., required to file EEO-1, EEO-3, EEO-4 or EEO-5 data reports) to provide a copy of their federal EEO data reports for the prior year to the Massachusetts state secretary by Feb. 1. The FAQs clarify these reporting requirements. Key takeaways include the following:

- Initial reports are not due until Monday, **Feb. 3, 2025**, because the first Feb. 1 reporting deadline falls on a Saturday.
- Reports must be filed through the state secretary's [online portal](#).
- Large multistate employers only need to file an EEO-1 Report covering their **Massachusetts establishments**.
- Employers are **not required to submit W-2 income earnings data** because such information is not currently required to be collected by federal law.
- The state pay data reporting requirements **do not apply to federal contractors with 50 or more employees** who file federal EEO-1 Reports if they have fewer than 100 employees in Massachusetts.

Salary Range Disclosure

Effective **Oct. 29, 2025**, employers with 25 or more employees must disclose salary ranges in job postings. The FAQs do not clarify these requirements but indicate that additional information will be provided at a later date.

Next Steps for Employers

Covered employers should ensure they are prepared to file their initial reports by **Feb. 3, 2025**. Employers with 25 or more employees may also begin preparing to comply with their salary range disclosure requirements effective **Oct. 29, 2025**, and should monitor for further guidance from the LWD.

Provided to you by **Employco USA, Inc.**

Highlights

Feb. 3, 2025

Employers with 100 or more employees must submit their first EEO-1 Reports to the state because the statutory deadline of Feb. 1, 2025, deadline falls on a Saturday.

Oct. 29, 2025

Employers with 25 or more employees must begin disclosing salary ranges in job postings.

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Massachusetts
employers have until
Feb. 3, 2025, to file
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