

News Brief

Maryland Pay Transparency Rule in Effect, More States Preparing for 2025

On Oct. 1, Maryland's [Wage Range Transparency Act](#) took effect, expanding pay transparency requirements for employers under the state's Equal Pay for Equal Work Act. In public and internal job postings, Maryland employers must now disclose the position's minimum and maximum hourly wage or salary and a general description of benefits and any other compensation. This requirement applies to jobs that will be physically performed in Maryland, at least in part.

States and localities have been adding pay transparency requirements since 2021. New legislation in Hawaii and Maryland was enacted in 2024; just this year, Colorado and the District of Columbia amended their pay transparency laws. More laws are set to go into effect next year.

Employers in Illinois, Minnesota, Vermont and Massachusetts will be subject to new pay transparency laws in 2025.

Upcoming Legislative Updates

Several states have pay transparency laws going into effect in 2025, including the following:

- **Illinois**—Employers with 15 or more employees will be required to include pay

scale and benefits disclosures in their job postings on Jan. 1, 2025.

- **Minnesota**—Also effective Jan. 1, 2025, employers with 30 or more employees are required to include the starting salary range and a general description of benefits and other compensation in their job postings.
- **Vermont**—Employers with five or more employees must include the compensation or compensation range in most job postings starting July 1, 2025.
- **Massachusetts**—Employers with 25 or more employees must disclose salary range information on job postings as of July 31, 2025.

At the time of publication, new pay transparency legislation also is awaiting the New Jersey governor's signature.

Employer Takeaway

Navigating different pay transparency regulations can be challenging, especially for employers with employees in multiple states. Employers can stay informed by remaining current on developing legislation in their jurisdictions and where their employees are located.

Regardless of legislative updates, more workers expect pay transparency from current and prospective employers. As such, organizations can review their job and reward structures and evaluate their pay policies and practices.

If you have questions related to Maryland's pay transparency rule, visit the [Maryland Department of Labor's website](#). Contact us for more pay transparency resources.