



Legislation Summary:

An Act relative to salary range transparency

Initial bill number(s): H.1849/S.1191

Sponsors: Representative Josh Cutler and Senator Patricia Jehlen

What the bill does, why LWVMA supports or opposes it, and the League position relative to this bill.

H.1849/S1191 would require employers to give pay ranges for specific jobs for applicants, to current employees who are being transferred or promoted and to current employees upon request. Pay range disclosure is widely expected to play a critical role in eliminating pay inequity. Forbes Magazine has stated that it will also help employers by reducing labor costs associated with compensation decisions and by reducing the likelihood of pay discrimination and legal disputes over compensation

(<https://www.forbes.com/sites/forbeseq/2023/02/01/four-predictions-for-pay-transparency-laws-in-2023/?sh=13d6de087b72>).

The gender wage gap is a serious economic issue that affects women and families in our state. It exists because women on average are paid less than white male workers for doing the same job. The data shows that women in Massachusetts earn just 81 cents on the dollar compared to male coworkers. This ratio is even worse for most women of color with Asian and Pacific Islander women earning 66 cents, Native women earning 59 cents, African American women earning 57 cents, and Latina women earning 51 cents on the dollar. Women make \$13,000 less annually on average

(<https://www.mass.gov/equalpayma-closing-the-wage-gap-in-massachusetts>).

The League supports equality of opportunity for all under state and federal law regardless of race, color, gender, religion, national origin, age, sexual orientation, or disability. Beginning in the 1980's the League has actively endorsed legislative efforts that foster the implementation of pay equity for both public and private employees. "The League's work on pay equity (equal pay for jobs of comparable worth) stemmed from member concern over the feminization of poverty. The League played a key role at the national level through its work with the broad-based National Committee on Pay Equity in the 1980s." Impact on Issues, p. 122, p.128