

**HOUSE . . . . . No. 1950**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

***Josh S. Cutler***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to wage transparency.

PETITION OF:

| NAME:                         | DISTRICT/ADDRESS:                     | DATE ADDED:      |
|-------------------------------|---------------------------------------|------------------|
| <i>Josh S. Cutler</i>         | <i>6th Plymouth</i>                   | <i>1/14/2021</i> |
| <i>Tommy Vitolo</i>           | <i>15th Norfolk</i>                   | <i>2/10/2021</i> |
| <i>Kay Khan</i>               | <i>11th Middlesex</i>                 | <i>2/10/2021</i> |
| <i>Tram T. Nguyen</i>         | <i>18th Essex</i>                     | <i>2/10/2021</i> |
| <i>James B. Eldridge</i>      | <i>Middlesex and Worcester</i>        | <i>2/10/2021</i> |
| <i>Lindsay N. Sabadosa</i>    | <i>1st Hampshire</i>                  | <i>2/10/2021</i> |
| <i>Joseph A. Boncore</i>      | <i>First Suffolk and Middlesex</i>    | <i>2/10/2021</i> |
| <i>Jay D. Livingstone</i>     | <i>8th Suffolk</i>                    | <i>2/10/2021</i> |
| <i>Rebecca L. Rausch</i>      | <i>Norfolk, Bristol and Middlesex</i> | <i>2/15/2021</i> |
| <i>Patricia D. Jehlen</i>     | <i>Second Middlesex</i>               | <i>2/16/2021</i> |
| <i>Patricia A. Haddad</i>     | <i>5th Bristol</i>                    | <i>2/16/2021</i> |
| <i>Kathleen R. LaNatra</i>    | <i>12th Plymouth</i>                  | <i>2/17/2021</i> |
| <i>Steven C. Owens</i>        | <i>29th Middlesex</i>                 | <i>2/17/2021</i> |
| <i>Jacob R. Oliveira</i>      | <i>7th Hampden</i>                    | <i>2/17/2021</i> |
| <i>Ruth B. Balsler</i>        | <i>12th Middlesex</i>                 | <i>2/19/2021</i> |
| <i>Carol A. Doherty</i>       | <i>3rd Bristol</i>                    | <i>2/20/2021</i> |
| <i>Christine P. Barber</i>    | <i>34th Middlesex</i>                 | <i>2/22/2021</i> |
| <i>Patrick Joseph Kearney</i> | <i>4th Plymouth</i>                   | <i>2/22/2021</i> |

|                                    |  |                  |
|------------------------------------|--|------------------|
| <i>Tami L. Gouveia</i>             | <i>14th Middlesex</i>                  | <i>2/22/2021</i> |
| <i>David Henry Argosky LeBoeuf</i> | <i>17th Worcester</i>                  | <i>2/23/2021</i> |
| <i>Adrian C. Madaro</i>            | <i>1st Suffolk</i>                     | <i>2/23/2021</i> |
| <i>Patricia A. Duffy</i>           | <i>5th Hampden</i>                     | <i>2/23/2021</i> |
| <i>Tricia Farley-Bouvier</i>       | <i>3rd Berkshire</i>                   | <i>2/23/2021</i> |
| <i>Paul J. Donato</i>              | <i>35th Middlesex</i>                  | <i>2/23/2021</i> |
| <i>Thomas A. Golden, Jr.</i>       | <i>16th Middlesex</i>                  | <i>2/23/2021</i> |
| <i>Danillo A. Sena</i>             | <i>37th Middlesex</i>                  | <i>2/24/2021</i> |
| <i>Lori A. Ehrlich</i>             | <i>8th Essex</i>                       | <i>2/24/2021</i> |
| <i>Jon Santiago</i>                | <i>9th Suffolk</i>                     | <i>2/24/2021</i> |
| <i>Dylan A. Fernandes</i>          | <i>Barnstable, Dukes and Nantucket</i> | <i>2/24/2021</i> |
| <i>Maria Duaine Robinson</i>       | <i>6th Middlesex</i>                   | <i>2/25/2021</i> |
| <i>James J. O'Day</i>              | <i>14th Worcester</i>                  | <i>2/25/2021</i> |
| <i>Susan L. Moran</i>              | <i>Plymouth and Barnstable</i>         | <i>2/26/2021</i> |
| <i>Natalie M. Higgins</i>          | <i>4th Worcester</i>                   | <i>2/26/2021</i> |
| <i>Michelle L. Ciccolo</i>         | <i>15th Middlesex</i>                  | <i>2/26/2021</i> |
| <i>Peter Capano</i>                | <i>11th Essex</i>                      | <i>2/26/2021</i> |
| <i>Carlos González</i>             | <i>10th Hampden</i>                    | <i>2/26/2021</i> |
| <i>William J. Driscoll, Jr.</i>    | <i>7th Norfolk</i>                     | <i>2/26/2021</i> |
| <i>Patrick M. O'Connor</i>         | <i>Plymouth and Norfolk</i>            | <i>3/3/2021</i>  |
| <i>Thomas M. Stanley</i>           | <i>9th Middlesex</i>                   | <i>3/7/2021</i>  |
| <i>Liz Miranda</i>                 | <i>5th Suffolk</i>                     | <i>3/8/2021</i>  |
| <i>Brian M. Ashe</i>               | <i>2nd Hampden</i>                     | <i>3/12/2021</i> |
| <i>Elizabeth A. Malia</i>          | <i>11th Suffolk</i>                    | <i>3/15/2021</i> |
| <i>David Paul Linsky</i>           | <i>5th Middlesex</i>                   | <i>3/24/2021</i> |
| <i>Bruce J. Ayers</i>              | <i>1st Norfolk</i>                     | <i>3/26/2021</i> |
| <i>Marcos A. Devers</i>            | <i>16th Essex</i>                      | <i>4/7/2021</i>  |
| <i>Adam J. Scanlon</i>             | <i>14th Bristol</i>                    | <i>4/8/2021</i>  |

**HOUSE . . . . . No. 1950**

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By Mr. Cutler of Pembroke, a petition (accompanied by bill, House, No. 1950) of Josh S. Cutler and others relative to wage transparency. Labor and Workforce Development.

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[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE HOUSE, NO. 4464 OF 2019-2020.]

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Second General Court  
(2021-2022)**  
\_\_\_\_\_

An Act relative to wage transparency.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 149 of the General Laws is hereby amended by inserting after section 105D the  
2 following section:-

3 Section 105E. (a) As used in this section, the following words shall have the following  
4 meanings: -

5 “pay scale” a salary or hourly wage range for such position.

6 “reasonable request” means a request made by an applicant for employment in such  
7 position upon an invitation to be interviewed or anytime thereafter during the hiring process, or a  
8 request made by an employee regarding said employee’s current position.

9           (b) An employer shall provide the pay scale for a particular employment position with  
10 said employer to an applicant for employment in such position or an employee holding such  
11 position upon a reasonable request made by said applicant or employee. This section shall apply  
12 only to employers that are covered employers under the federal Family and Medical Leave Act  
13 of 1993, as amended, 29 U.S.C. 2601, et seq.

14           This section shall be enforced in the same manner as subsection (b) of chapter 149,  
15 Section 105A.