

Reminder: New Pay Range Disclosure Requirements Effective October 29, 2025

Description

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The pay range disclosure requirements in the [Massachusetts pay transparency](#) law will finally take effect on October 29, 2025. Employers with 25 or more employees whose primary place of work is in Massachusetts (i.e., the employees spend most of their time working in Massachusetts, even if the work is remote) during the prior calendar year will be required to include pay ranges in all job postings, and to provide this information to applicants and current employees upon hire, promotion or transfer and upon request.

Unlike many employment laws, compliance is less urgent because the law does not impose immediate financial penalties for a first violation; rather employers will receive a written warning and have two business days to cure the violation. However, compliance is also not burdensome as there is considerable employer discretion how to define the pay range. Further, employees will likely expect to see salary ranges in advertisements, and failure to include such ranges may hinder recruiting. In addition, given the press surrounding the law, employees may start affirmatively asking for their position's pay range this week and failure to provide an employee the range upon request may very well result in the first violation (making later compliance more important, as the financial penalties will thereafter kick in).

The [Employment & Labor](#) Practice Group at [Partridge Snow & Hahn LLP](#) is available to answer questions about Massachusetts' new Pay Transparency law. For more information, please refer to our prior [Client Alert](#) or contact [Alicia J. Samolis](#), [Michael A. Gamboli](#), or [Sean M. Fontes](#) for assistance with compliance.

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