

# Massachusetts Enacts Frances Perkins Workplace Equity Act: Key Updates for Employers and Employees

## Services

Employment & Labor Law

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On October 29, 2025, the [Frances Perkins Workplace Equity Act](#) will take effect in Massachusetts, bringing significant changes to employment practices in the Commonwealth. Named after the first woman to serve in a U.S. Cabinet position and a trailblazer for workers' rights, this new law reflects Massachusetts' commitment to promoting workplace equity and transparency.

At Cohen Cleary, P.C., we are dedicated to keeping our clients informed about important legal changes that impact businesses and employees. Below, we outline the key provisions of the Frances Perkins Workplace Equity Act, what employees need to know, and what employers need to know to comply.

## Key Provisions of the Frances Perkins Workplace Equity Act

The act introduces two major requirements aimed at fostering pay equity and workplace transparency:

### 1. Mandatory Pay Range Disclosure in Job Postings

Starting October 29, 2025, employers with **25 or more employees** must include pay ranges in all external and internal job postings.

- **What to Include:** Employers must disclose a minimum and maximum pay range that the company reasonably expects to pay for the position. This range must reflect compensation for similar roles within the organization and cannot be arbitrary or misleading.
- **Applicability:** This requirement applies to all job postings, including full-time, part-time, temporary, and remote roles based in Massachusetts.
- **Why It Matters:** By making pay ranges transparent, this provision aims to reduce wage disparities and provide job seekers with critical information to evaluate opportunities fairly.

### 2. Annual EEO and Pay Data Reporting for Larger Employers

Private employers with **100 or more Massachusetts employees** will be required to submit annual reports detailing Equal Employment Opportunity (EEO) and pay data to the Commonwealth.

- **What to Report:** Employers must include demographic data on their workforce (broken down by race, gender, and ethnicity) and information on pay across job categories.

- **Submission Deadlines:** The first reporting deadline will likely be in 2026, covering 2025 data. The specific timeline and reporting process will be outlined by the state.
- **Purpose:** This reporting requirement is designed to help Massachusetts identify and address pay disparities and discrimination within organizations.

## Compliance Tips for Employers

To ensure compliance with the Frances Perkins Workplace Equity Act, Massachusetts employers should take the following steps:

1. **Conduct a Pay Equity Audit**

Review your current compensation practices to ensure internal equity and alignment with market rates. Make adjustments as needed to create accurate pay ranges for job postings.

2. **Revise Job Posting Templates**

Update your job posting templates to include the required pay range information. Ensure that hiring managers and recruiters understand this new requirement.

3. **Prepare for EEO and Pay Data Reporting**

For employers with 100 or more employees, start organizing workforce demographic and pay data now. Invest in HR and payroll systems that can generate the necessary reports to meet the state's requirements.

4. **Train Managers and HR Staff**

Provide training on the new requirements to ensure compliance across the organization. This includes educating HR teams on how to determine pay ranges and collect accurate EEO and pay data.

5. **Stay Updated on Implementation Guidance**

The Commonwealth is expected to issue additional guidance on how employers should comply with the law, including specifics on reporting deadlines and formats. Monitor updates to ensure your policies and practices remain compliant.

## Why This Law Matters

The Frances Perkins Workplace Equity Act represents a significant step forward in Massachusetts' efforts to promote workplace equity and transparency. By requiring pay range disclosures, the law aims to address wage disparities and empower workers with critical information about compensation. Similarly, the EEO and pay data reporting requirement will provide the Commonwealth with valuable insights to tackle systemic inequities in the workplace.

For employees, these changes mean greater transparency and fairness when negotiating job offers or assessing current pay structures. For employers, it highlights the importance of fostering an equitable workplace culture while ensuring compliance with evolving labor laws. The law will be enforced by the Massachusetts Attorney General with (1) a warning for a first offense, (2) a fine of up to \$500 for a second offense, (3) a fine of up to \$1000 for a third offense, and (4) fourth and subsequent offenses expose employers to civil citations of up to \$15,000 pursuant to [M.G.L. Chapter 149, Section 27C\(b\)\(1\) and \(2\)](#).

## How Cohen Cleary, P.C. Can Help

Navigating new employment laws can be complex, but you don't have to do it alone. At Cohen Cleary, P.C., our experienced employment law attorneys are here to help Massachusetts businesses understand and comply with the Frances Perkins Workplace Equity Act. We offer a range of services, including:

- Conducting pay equity audits
- Advising on pay range disclosures
- Assisting with EEO and pay data reporting requirements
- Providing compliance training for HR teams and managers

With our personalized approach, we ensure that your business is prepared to meet these new obligations while fostering a fair and equitable workplace.

## Conclusion

The Frances Perkins Workplace Equity Act underscores Massachusetts' ongoing commitment to workplace fairness and transparency. Employers should act now to review their compensation practices, update job postings, and prepare for new reporting obligations. At Cohen Cleary, P.C., we are ready to partner with you to navigate these changes and ensure compliance with the law.

For more information or to schedule a consultation, contact us at [508-880-6677](tel:508-880-6677). Let us help you stay ahead of the curve and build a more equitable workplace.