◯ EQUAL PAY LAW

STATUTORY CITATION: Mass. Gen. Laws Ch. 149, § 1 and §§ 105A – 105C

GENERAL SUMMARY: No employer may discriminate in the payment of wages on the basis of sex, or pay any person at a salary level or wage rate less than the rate paid to employees of the opposite sex for work of like or comparable character, or work on like or comparable operations. This prohibition does not preclude wage variations based on differences in seniority.

PROVISIONS APPLICABLE TO AGRICULTURE: The equal pay provision ***does not apply*** to employees engaged in agricultural service.

SPECIAL NOTES OR ADVISORIES

RECENT AMENDMENTS — On August 1, 2016, the Governor of Massachusetts signed into law a bill amending these provisions by (1) explicitly defining the terms "comparable work," "working conditions," and "wages," (2) substantially rewording the equal-pay requirement, and (3) extending the time for lodging an equal-pay claim from 1 to 3 years. The amendments, which take effect on January 1, 2018, ***do not alter the exclusion of agricultural employees*** from coverage**.**

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Office of the Massachusetts Attorney General, Boston, Massachusetts 02108.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*