



8.2.2016. Massachusetts Law Prohibits Salary Questions

-- *by* --Denise Hackendahl, Director Client Engagement

denise@mccloskeypartners.com

August 2, 2016 -- A Massachusetts salary bill was signed in to law regarding those age old questions that can come up during the recruiting process...“how much do you make?” and “what type of compensation are you seeking?” With the signing of this bill, Massachusetts has become the first state to prohibit companies from asking about an applicant’s salary *prior* to offering him or her a position.

Hiring managers will now need to disclose a compensation range upfront. Many employers are currently accustomed to determining how much an applicant made in a previous position and basing their offer of compensation from the information applicants provide.

With this new law, employers now need to come up with the pay rate based on how much the position is worth to the company and can no longer base the pay rate offered on what the candidate discloses as the rate they are interested in receiving

The new law was enacted to help prevent pay discrimination based on gender for comparable work. Companies will no longer be able to request that applicants provide their salary history prior to receiving a formal job offer.

The wage gap has always been a cause for concern. The intent of this law will hopefully help alleviate some of that concern between men and women’s pay differences.

When you have questions about regulatory or other changes that may affect your company and your policies, contact McCloskey Partners and we will be sure to assist you or make sure you are directed to the appropriate industry experts.

Office: 215-716-3035 x 0 **Email:** services@mccloskeypartners.com

Check out our website at www.mccloskeypartners.com

Follow us on Facebook, LinkedIn, and Twitter