



Massachusetts Pay Equity Law

- I. Equal pay for comparable work
 - a. No employer shall
 - i. discriminate in any way on the basis of gender in the payment of wages, or
 - ii. pay any person in its employ a salary or wage rate less than the rates paid to its employees of a different gender for comparable work

- II. Comparable work – substantially similar in that it requires substantially similar
 - a. skill,
 - b. effort and
 - c. responsibility
 - d. and is performed under similar working conditions
 - i. the environmental and other similar circumstances customarily taken into consideration in setting salary or wages
 - ii. including but not limited to shift differentials, physical surroundings and hazards

- III. Pay variations allowable if based on
 - a. Seniority system
 - i. no deduction for pregnancy-related care or protected parental, family or medical leave
 - b. Bona fide merit system
 - c. System which measures earnings by quantity or quality of production, sales, or revenue
 - d. Geographic location in which a job is performed;
 - e. Education, training or experience to the extent such factors are reasonably related to the particular job in question
 - f. Travel, if the travel is a regular and necessary condition of the particular job