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## don't show me the money

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*MSK Client Alert*

August 23, 2016

The Massachusetts Equal Pay Act ("MEPA") has prohibited employers from paying men and women differently for "work of like or comparable character" since 1945, nearly two decades before the federal Equal Pay Act ("EPA") was passed and before any other state passed pay equity legislation. This month, Massachusetts Governor, Charlie Baker, signed into law Senate Bill 2119 ("S.2119"), which makes several significant changes to the MEPA, most of which are similar to recent amendments to California and New York equal pay legislation. Notably, however, S.2119 makes Massachusetts the first in the nation ***to prohibit employers from requesting or seeking an applicant's salary history.***

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