# Massachusetts prepares for sweeping legislative changes in 2025



Massachusetts is poised for significant legislative changes beginning in 2025, as Governor Maura Healey has recently signed several bills into law, addressing various issues from workplace equity to housing and healthcare. The laws aim to modernize legal frameworks and improve the quality of life for residents throughout the state.

One key piece of legislation, known as the Francis Perkins Workplace Equity Act, mandates that Massachusetts employers with 25 or more employees disclose salary ranges in job postings starting on October 29, 2025. Additionally, it safeguards the rights of employees by prohibiting any retaliatory actions against those who inquire about salary ranges during the job application or promotion processes. This legislation is significant as it seeks to promote transparency and equity within compensation structures.

Furthermore, another law requires employers with at least 100 employees to submit annual reports detailing workforce demographics and pay data, categorised by race, ethnicity, gender, and position. This reporting obligation will come into effect on February 1, 2025, with aggregated data to be published on the Massachusetts Executive Office of Labor and Workforce Development's website each July.

In matters of housing, the recently signed Affordable Homes Act allows tenants to petition for the sealing of certain eviction records, effective from May 5, 2025. This law aims to assist renters by mitigating the negative impact that eviction records have on securing future housing. Additionally, consumer reporting agencies will be prohibited from including sealed eviction records in their reports.

On the family law front, the Massachusetts Parentage Act was enacted to update laws pertaining to parental rights, particularly recognising modern family structures, including surrogacy and assisted reproduction. Effective from January 1, 2025, the law replaces outdated terminologies to better reflect contemporary family dynamics.

Updates to the Paid Family and Medical Leave are also forthcoming; as of January 1, 2025, weekly benefit caps will rise from $1,149.90 to $1,170.64 for eligible workers, with contribution rates remaining stable for employers and smaller businesses.

A significant government initiative to bolster Massachusetts' position in the clean energy and artificial intelligence sectors was realised with the Mass Leads Act signed on November 20, 2023. This comprehensive economic development bill allocates $400 million to enhance the offshore wind industry, facilitates the establishment of a Massachusetts AI Hub to foster AI innovation, and includes $100 million for climate technology incentives. These initiatives aim to solidify the state as a leader in climate tech while promoting job creation and talent retention.

In addition, the Mass Leads Act extends funding for the state's electric vehicle incentive programme through 2027 and permits Massachusetts to join the Nurse Licensure Compact, allowing nurses from participating states to practice in Massachusetts, thus addressing healthcare staffing challenges.

The Massachusetts Teachers Association supported the inclusion of the Educator Diversity Act within the economic development efforts, which aims to diversify the teacher workforce. With this legislation, the Department of Elementary and Secondary Education will create alternative certification pathways for qualified individuals who may face challenges with traditional certification exams.

The aforementioned laws, with their various implementation timelines, represent an expansive legislative agenda aimed at fostering economic growth, improving workplace conditions, and enhancing the rights and protections for families and individuals in Massachusetts.

Source: [Noah Wire Services](https://www.noahwire.com)

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