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On Behalf Of:

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It's wonderful that Oregon has pay equity requirements in place, but in my direct experience negotiating salaries on senior-level teams at companies operating out of Oregon - it is not enough. The challenge for candidates with pay equity requirements alone is that candidates are left in the dark when it comes to salary asks and negotiations. This translates to wasted time for both applicants and hiring teams when there is not a salary match, and hiring teams having an upper hand in negotiations because they have access to data that applicants don't.

To demonstrate the potential time wasted using my personal experience, submitting an application - including cover letter, resume, and first round recruiter screening call takes 4 to 5 hours for the applicant and 1 to 2 hours for the recruiting team. When there is not a salary match, it is usually not uncovered until the first screening call with a recruiter, wasting significant time for all parties. Requiring a reasonable salary range on all job postings avoids this by allowing candidates to self-select out. I have heard from candidates and recruiters alike here in Oregon that this would be a welcome time saving.

To demonstrate that pay equity requirements alone don't actually create pay equity, in once case, I was paid over 33% more than a colleague with more experience for the same role - she did not negotiate as aggressively because she assumed that the upper range of salary was lower than I did. Had she known what the full range of possibilities were, she would have known to push harder for what was a reasonable salary based on her experience. Pay equity legislation alone puts the sole power in the hands of hiring teams. But true pay equity means that candidates have power too, and that is not possible when hiring teams silo pay data to themselves.

Experts list many other benefits of pay transparency to both job seekers and hiring teams, including helping leaders advocate internally for their staff, allowing teams to focus on

collective instead of individual fairness of pay, enabling employers to shape the conversation around pay instead of "word getting out", it attracts more and higher quality job applicants, and can even improve worker performance. It would be an honor to call a state home that creates the efficiencies for both job seekers and companies who call out great state home!