

Antonella Gutierrez
Regarding House Committee On Labor and Workplace Standards
March 3rd, 2025

My name is Antonella Gutierrez, I am a software engineer and have been an Oregonian since 2008. I am writing to you today in order to advocate for greater pay transparency in our state. This issue is deeply important to me because as a Latina woman in the tech industry, I have witnessed firsthand how the lack of pay transparency perpetuates pay inequities in the workplace.

Throughout my career, I have heard countless stories from colleagues who discovered they were significantly underpaid compared to peers with the same skills and experience. In one instance, I learned that a coworker that joined the company at the same time I did, who had less experience than myself, was offered a salary \$10,000 higher than mine for the same role. These experiences are not only disheartening but also erode trust between employees and employers, and unfortunately, these experiences are not unique, which highlights a systemic issue that disadvantages everybody, affecting women and people of color to a higher degree.

Pay transparency, particularly through clear and detailed salary bands for roles and experience levels, empowers employees to understand their worth and advocate for fair compensation. It eliminates the guesswork and mixed messages that often surround salary discussions. This benefits both employees and employers. Employees gain confidence knowing they are being compensated fairly, leading to greater job satisfaction and trust in their employers. For employers, pay transparency can streamline the hiring process, reduce salary negotiations, and foster a more equitable and engaged workforce.

I urge the council to consider legislation that mandates clear and specific salary ranges for all advertised positions in Oregon. These ranges should include details about the skills and experience required for different pay levels, ensuring that everyone has access to the same information. This will help job seekers make informed decisions and ensure that employers are held accountable for fair pay practices. By promoting open and honest conversations about compensation, we can create a more just and equitable workplace for all Oregonians and also strengthen our economy by attracting and retaining top talent.

Thank you for your time and consideration of this important matter. I believe that pay transparency is crucial for creating a more equitable and just workplace in Oregon. Your attention to this issue is greatly appreciated.

Sincerely,

Antonella Gutierrez