

Testimony

2/22/17

House Committee On Business and Labor:

Hello. My name is Claire Berger. I am a life long resident of Oregon and have lived in the Western Washington County most of that time.

I would like to share my experience with Fair Pay. I was offered a job with a large employer and was assured that my pay would be commensurate with my background and experience. The new position was one of significant responsibility demanding a high level set of skills and required a lot of domestic travel. When I accepted the position, I was told that the company would pay only 15% higher than my last salary no matter what the position. I was asked to have my last employer verify the salary by letter. A friend of mine was offered another position under the same conditions and she held a master's degree. She had served in the Peace Corps previously and was also told she would only receive 15% more than her pay with the Peace Corps. Since the Peace Corps pays a small monthly stipend for work, she was to paid little more than minimum wage for a professional position similar to mine.

The practice of asking for prior salary history keeps women earning at a lower rate because they often enter into a new job from a position that is lower paid, limiting their ability to bargain for higher pay. This often carries into subsequent jobs as women move into future positions.

Please vote yes on House Bill 2005.

Thank you.

Claire Berger
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