

February 21, 2017

TO: House Committee on Business and Labor

I am writing this in support of HB 2005.

When I finished graduate school, I went to work for a large national organization managing their leadership development programs. Having studied the market prior to accepting the position, I knew that the going rate for a job with the stated responsibilities was approximately \$22,000 to \$25,000 depending on education and experience. After much negotiating, I accepted \$19,000. Shortly after accepting the position, I learned that they had offered the job to a man for \$25,000. He had turned the job down. Knowing this, I went to my boss and shared this information. I was told that the man had more experience than I. I replied that I had developed a list of goals for my first year and if I made or exceeded the goals I would then expect my salary to be raised to \$25,000. My boss agreed, probably thinking I would not make the ambitious goals I had laid out.

At the end of the year, I took my list of goals (all of which I had exceeded) and met with my boss to discuss my raise. He laughed and said I did not need such a large raise as I had no family to support. I simply asked him what that had to do with our agreement regarding the goals, which he had agreed to, and again requested my raise, reminding him that they had offered a man the job for much more money than I was currently making and that I had certainly proved I could do the job. He finally acquiesced and I got a 30% raise.

We need a Fair Pay law.

Respectfully,

Sunny Anderson  
Ashland, OR