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Salary Negotiation Throughout Career

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Lisa Winston: Hello, everyone. My name is Lisa Winston. I'm the career specialist with the Technology and health Division. I'm here with you virtually today to talk about negotiating your salary throughout your career. If you are looking for a presentation about negotiating the salary offer that you've been given

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Lisa Winston: for a job opportunity prior to accepting the job. We do have a separate presentation on this topic. But that is not this presentation. So please navigate back to the career resources page and open up the negotiating your salary once you've received an offer presentation.

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Lisa Winston: So if you would like to learn more about negotiating your salary throughout your career as you proceed in your job as you proceed in your career. Field. This is the right presentation for you, and welcome

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Lisa Winston: for all of my presentations. I have 2 ground rules. Number one is to approach the topic with curiosity. If talking about salary negotiations was the least exciting thing in the world to you previously for the next 30, 45 min to an hour, depending on how long it takes us to get through this.

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Lisa Winston: Pretend it's the most interesting thing in the world to you, because when you approach these topics with curiosity, your mind opens up, you have more interest in it. You're more willing and able to engage in the topic, and it's better for all of us if you show that interest, and if you really engage with the topic.

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Lisa Winston: it really helps you retain that information for for your career. And this is extremely vital information that you would like to know for the rest of your life, right to negotiate the best salary possible in the career fields that you're working hard in.

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Lisa Winston: Number 2 is, I assume, good of you. This is really more for my in person presentations that I have individuals who will raise their

hand and say, Oh, I have a stupid question. I always say it's not a stupid question. There's no such thing as a stupid question when it comes to career work. I always assume good of you if you have any question, and this also applies to you virtually as well. If you ever need to email me with a question about a presentation.

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Lisa Winston: I'm more than happy to receive those questions. I love learning. If I don't know the answer to the question, I will find that answer for you, and if I do not know the answer to that question. I'm always happy to give you information off the top of my own brain as well.

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Lisa Winston: So why should you negotiate salary throughout your career consistently revisiting the salary negotiation process will significantly impact your lifetime earnings and progress toward retirement. If you get in early on and throughout your career and consistently negotiate your salary up. It's going to completely change the trajectory of your salary throughout your career as you keep going.

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Lisa Winston: It also sets the tone for future raises or future promotions. Those who don't start early in their careers can lose up to a million dollars over their lifetime. A lot of people retire on 1 million dollars, so you could lose an entire retirement fund worth of savings if you don't start early on in your career.

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Lisa Winston: This is some data and information based on gender identity, people who do and do not negotiate in their field also by ethnicity. So this is all helpful information for you to analyze, to see where you might stand statistically and hopefully, eventually, at the end of this presentation, to break some of those

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Lisa Winston: statistics, and to be one of those people who is working hard to negotiate a salary throughout your life. It's a scary thing to do, but it's definitely necessary, worthwhile and rewarding thing to do as I do. Acknowledge a lot of those barriers that are in your way.

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Lisa Winston: So how do we get confident and knowledgeable to to help overcome a lot of those barriers.

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Lisa Winston: Well, first, st we need to know the laws around salary negotiations. So California laws, of course, because we're in the State

of California, I'm going to utilize the great State of California as our examples. But if you're looking for a job in another area, I'll also go into us. Federal law. You, if you're looking for a job in another country.

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Lisa Winston: make yourself knowledgeable of those laws in your State and your Federal laws, wherever you are throughout the the country throughout the world.

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Lisa Winston: It's a very important to not a lot to note labor laws

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Lisa Winston: in the area that you are in. So for now we'll just talk in in terms of California and the United States. So California laws that affect salary negotiations.

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Lisa Winston: Sb. 1, 1, 6, 2, the pay transparency law. This requires employers that have, up to 15 or more employees to disclose pay scales and job postings. So previously, before this law.

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Lisa Winston: employers were not required to disclose what the pay scale was for a job, the the entry level to the top earner in that field, what that pay scale was, and this aimed to eliminate that to promote equal pay for similar work and reduce wage disparities based on gender, race or ethnicity.

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Lisa Winston: So now employers must include salary ranges in all job advertisements in the State of California employees have the right to request the pay range for their current position as well in the State of California

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Lisa Winston: noncompliance can result in penalties ranging from \$100 to \$10,000 per violation for your company. At the end of all these slides I do have a small asterisk. Of course the law is constantly changing and evolving, subject to change. So please check check your most up to date laws. These are the ones up to date. As of this recording, we're in July of 2025 at the time.

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Lisa Winston: So again, continue to know those laws, California laws affecting salary negotiation.

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Lisa Winston: the California Salary history Ban, also known as the Assembly Bill, 168. This was effective January 1, st 2018.

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Lisa Winston: It said that employers are not allowed to seek salary history, information from applications from applicants anymore, that is, either by direct or indirect methods, so through an agent or a recruiter. They cannot ask your recruiter to get information on your salary history. This includes any form of inquiry regarding past compensation and benefits.

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Lisa Winston: They cannot use your applicant salary history as a factor in determining whether or not to offer employment or what salary to offer you, unless the application. The applicant discloses this information themselves.

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Lisa Winston: This combats pay discrimination, and this law applies to all employers in California, including public and private entities.

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Lisa Winston: So if you do accidentally disclose your pay history in the interview process. And they

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Lisa Winston: do have that opportunity, that loophole to say, Okay, well, you. You accidentally disclose your pay history. They cannot utilize that information at that point to be a primary factor in their decision. If you did disclose it so they may unfortunately be able to utilize it if you did disclose that information upfront, but it cannot be a primary factor in their decision.

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Lisa Winston: More California laws, the Equal Pay Act. This is in the Labor Code, section 1197.5. This was effective. January 1, st 2016. This prohibited employers from paying different wages to employees

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Lisa Winston: who perform what is known as substantially similar work. So how do we divide that? We'll talk about that in a second. This was aimed at avoiding discrimination based on gender, race, ethnicity, etc.

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Lisa Winston: Employers must justify any wage differences based on specific criteria, such as seniority or merit.

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Lisa Winston: This ensures that employers can discuss their wages without fear of retaliation.

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Lisa Winston: The next law that we'll talk about is the fair Employment and Housing Act of California Government code sections.

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Lisa Winston: I will not be reading off all of those numbers today. But this is a very, very well-known law for a very old law that went into an effect in 1959. This protects employers, sorry employees from discrimination, based on protected characteristics such as race, gender and religion. This ensures that all employees should receive equal pay for equal work.

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Lisa Winston: Next we'll talk about the United States laws that affects salary negotiations.

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Lisa Winston: The Nlra, the National Labor Relations Act, also known sometimes as the Wagner Act, was effective. In 1935. This protects employees right to discuss their wages and working conditions with one another. This applies to even non-unionized employees

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Lisa Winston: more Us. Laws, the Equal Employment Opportunity Commission guidelines. These were effective in 1965

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Lisa Winston: enforces Federal laws prohibiting employment and discrimination.

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Lisa Winston: This also states that employers are required to maintain records related to employee compensation and demographic data to ensure compliance with equal pay laws.

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Lisa Winston: So now that we've made our way through the law section, the next steps in preparing for the salary negotiation process is to research. Look at the industry standards for your role, utilize resources such as professional associations, regulatory bodies, industry publications, Glassdoor, Payscale, LinkedIn, Occupational Outlook handbook and own it online.

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Lisa Winston: Knowing the average salary range will help you to make an informed request.

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Lisa Winston: So next from there, you're going to start on preparing your case.

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Lisa Winston: You're going to compile a list of accomplishments and contributions that demonstrate your value to the organization

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Lisa Winston: document. Your years of experience, specialized skills, certifications and any unique performance measures come up with measurable achievements. These can be increased sales by X percent or reduce costs by Y percent that demonstrate your value to the company and then quantify your achievements. These can help strengthen your negotiation position.

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Lisa Winston: After that you're going to decide on the amount that you would like to ask for the raise based on your research and self-assessment, establish a target salary range that reflects both your work and market conditions.

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Lisa Winston: providing that range gives you flexibility during the negotiation process. Ensure that your lower end is still above what you would consider acceptable.

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Lisa Winston: Remember that salary is just one part of your overall compensation package, so be open to negotiating other benefits, such as bonuses, additional vacation days, flexible work, arrangements, or professional development opportunities.

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Lisa Winston: Alright. Not so fast, though. Yet. Before we set that meeting right, let's pick the right timing. Timing can significantly impact the outcome of your salary negotiation process

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Lisa Winston: ideally, you would initiate these discussions after receiving a positive performance review, or when taking on new responsibilities.

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Lisa Winston: avoid negotiating during times of company, uncertainty or financial strain, and then know when funding comes in and out for your organization and plan accordingly. You don't want to ask at the time that all of the money has already gone out.

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Lisa Winston: and then, before we proceed from there, practice, practice your pitch to your manager or your Hr. Team, rehearsed 1st by yourself and then with a trusted mentor or colleague, or with me, if you would like to set an appointment, how you will present your case for salary negotiations.

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Lisa Winston: be clear about what you want while remaining open to discussions.

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Lisa Winston: begin by expressing gratitude for your role and enthusiasm about continuing with the company. It sets a positive tone for the discussion.

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Lisa Winston: Avoid focusing on your financial needs personally.

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Lisa Winston: Instead, you want to frame it as an investment in the talent that benefits both parties. This is huge. This is one of the biggest things we hear when it comes to salary negotiation. It should not be about what you need to survive in that area. It should not be, you know, a complaint session event, session about the cost of living in your area, or how low they pay.

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Lisa Winston: It needs to be a positive discussion that frames it. As I am a great talent for your company, I brought incredible things. These

are the things that I will plan on bringing to your company later on. If you continue to invest in me, they want to see you as an investment.

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Lisa Winston: Alright. So you're ready for the meeting. Let's request that meeting. First, request a 1 on one meeting with your manager or an Hr. Representative specifically. Tell them that you would like to discuss compensation, so they are prepared for the conversation.

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Lisa Winston: Make sure that they have adequate time to prepare for their end of the conversation by scheduling it well in advance.

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Lisa Winston: and then remember, during these discussions, be open, listen actively to any responses from your employer regarding their perspective on your compensation, and then be prepared for counter offers, engage in constructive dialogue about potential compromises, if necessary.

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Lisa Winston: All done, not so fast. You need to get it in writing. So once you reach an agreement hopefully, you have reached an agreement. Ensure that all details are documented in writing.

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Lisa Winston: This includes not only salary, but any agreed upon benefits or changes in your responsibility. So vacation days, remote days, advances in your spending account or an education account for yourself, etc, whatever it is that you're asking from the company. Get that in writing.

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Lisa Winston: This will protect both parties and clarify any expectations that they might have of you moving forward

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Lisa Winston: after that meeting, send thanks to them and get feedback, regardless of the outcome of the negotiation. Maintain professionalism throughout the process.

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Lisa Winston: Send a thank you email to those involved for the time and consideration that they took.

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Lisa Winston: and then, if negotiations did not go as hoped, ask for feedback on how you might improve future discussions.

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Lisa Winston: This is usually a time where I would open up to questions, but we're here virtually so. If you do have any feedback on this presentation, please utilize this QR. Code, and you are free to email me at Lwinston, 3 at Mount Sacedu. So that's L.

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00:16:04.790 --> 00:16:16.639

Lisa Winston: Winston, WINS. TON. 3@mtsac.edu, if you have any questions, and yes, you got this.