



9200 SE Sunnybrook Boulevard, #410 | Clackamas, OR 97015  
1-866-554-5360 | Fax: 503-652-9933 | TTY: 1-877-434-7598  
aarp.org/or | oraarp@aarp.org | twitter: @aarpor  
facebook.com/AARPOregon

February 5<sup>th</sup>, 2016

Chair Paul Holvey, House Committee On Business and Labor

AARP Support for HB 4088 – Familial Status Non-discrimination

AARP Oregon supports HB 4088 because of the bill's support for family caregivers.

There are about 460,000 Oregonians who are providing some level of unpaid care for another adult who needs support. This care can range from simply driving them to medical appointments to help with activities of daily living such as bathing and toileting. These caregivers provide the equivalent of about \$5.5 billion per year of care in Oregon and are the foundation of our system of natural supports for long term care.

Many of these individuals are still in the workforce, juggling the need for work to pay their bills while trying to help their parent or spouse or other close family member with their care needs. Indeed, some are of the "Sandwich generation", caring for a parent and a child at the same time while also performing well in their employment.

These caregivers can help their mother with a difficult move into assisted living or help their husband with early stages of Alzheimer's get to his doctor's appointment or similar issues. These employees juggle their work and caregiving responsibilities, but can unfortunately be discriminated against in the workplace simply because an employer perceives that they can't manage both and maintain their work performance. No hard working Oregonian should have to fear that they may lose their job or be discriminated against simply because they are a caregiver. In addition, employers should not be discriminating against qualified job applicants on the basis of the applicant providing care for another loved one.

There is currently a patchwork of familial status non-discrimination laws in Oregon, and in many it's unclear whether or not caregiving for an adult loved one is protected. This bill would establish a clear statewide standard to ensure that family caregivers do not face employment discrimination.

On behalf of AARP Oregon's 500,000+ members statewide, I urge your support for HB 4088.

Jon Bartholomew  
AARP Oregon Government Relations Director

Real Possibilities