

TO: CHAIR BARKER AND THE MEMBERS OF THE HOUSE BUSINESS AND LABOR COMMITTEE

FROM: Mary Pat Silveira, Member of the American Association of University Women of Oregon

RE: Support for House Bill 2818

I write this in support of House Bill 2818.

Older employees bring proven job and leadership experience to their chosen occupations but are frequently met with barriers based on age discrimination. These barriers include, inter alia, not getting hired for a job they applied for because of their age, or being passed up for a promotion or other chance to move ahead.

This is discrimination not dissimilar to that based on gender. Women are accused of taking jobs from men; older, experienced persons are told that they are taking jobs from younger people. Neither women nor older persons want to replace anyone. They just want to earn an income, do their jobs and be productive, respected members of society.

Right now, if employers can identify a reason other than age to justify their negative employment decision, even though age may be a factor, or even the primary factor, in the decision, aggrieved employees cannot prevail in court.

This bill ensures that employers do not screen out older workers before they are interviewed, and it strengthens non-discrimination laws based on age.

I urge you to support House Bill 2818.

Respectfully,

Mary Pat Silveira
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