



Carla C. Piluso
State Representative, House District 50
900 Court St. NE, H-491, Salem, OR 97301
503-986-1450
rep.carlapiluso@oregonlegislature.gov

March 13th, 2019

To: House Committee on Business and Labor
RE: HB 2818

Chair Barker and members of the committee:

My name is Carla Piluso, and I proudly represent House District 50, the great city of Gresham.

I'm here today in support of House Bill 2818. Ageism in the workplace can show up in many forms. It can be a job ad that requests "digital natives", implying that older workers need not apply. Sometimes it's a layoff that targets older employees. Age discrimination is pervasive and harmful to Oregon's older workers and their dependents.

This problem disproportionately affects women, contributing to economic gender inequality in our state. In the last decade, BOLI received about 2,500 age discrimination complaints—about one per workday.

Many people don't take age discrimination seriously, but the impact of age discrimination leads to people having less resources in retirement and more reliance on state social services, instead of being able to fully participate in our economy and support themselves.

This bill is a bipartisan and common sense solution that will work to prevent age discrimination, and hold employers accountable when it does happen. As my fellow legislators know, older workers can still get stuff done. Oregon's growing and changing economy needs the experience and skills that older employees have to offer, and older workers depend on their jobs just like anyone else.

Let's continue to make Oregon's workforce stronger and healthier by protecting older workers from ageism. I encourage you to vote "yes" on HB 2818.

Sincerely,

Carla C. Piluso
Oregon State Representative, House District 50