

TO: House Committee on Business and Labor, Rep. Barker, Chair

FROM: Doris Walker

RE: Support for HB 2818

Chair Barker, members of the Committee, my name is Doris Walker and I am a resident of Portland, Oregon.

I urge you to support House Bill 2818 because I have experienced age discrimination in the workplace, and Oregon's laws are insufficient to stop age discrimination.

My story is not about the work place, but being hired for a good job. I am 77 years old and have been looking for a real job for almost 6 years. I have done credit and collections for almost 40 years. A company in California wanted to know if I had children and grandchildren. I told her I had great grandchildren and asked her if there was a problem there. I contacted EOCC. I ultimately got paid a small amount for that happening. They did not contest it.

I am very tired of being told that I am "too overqualified, too much experience, not a good fit, don't fit the culture, and not appropriate". Never did find out what that meant. Also, instead of being asked what my goal was in 5 years, at a recent interview, the person asked me if I wanted to stay at the job until I retired. Also, in my profession companies have taken away separation of duties and have combined a lot of accounting procedures that I have not had the opportunity to learn. I have such a full background in credit and collections.

I am an intern at SE Works and get minimum wage of \$12.00 an hour for 24 hours a week. I am so capable of working a 40 hour week. My position as a Credit and Collections pays approximately \$20.00 an hour. I am being sorely underpaid. When people see my resume they sometimes ask me to come in right away. Then I think when they see me they decide to hire someone else. Unfortunately, I see the same job posted again in about 3 months.

We as seniors who are fully capable of doing the jobs applied for. Please make it so hiring managers much younger than us do not have the right not to hire because of age but hire on qualifications.

House Bill 2818 would make it so employers don't screen out older workers before they interview them, giving them a foot in the door at least. It also means that non-discrimination laws could be enforced more readily and employers would have less of an incentive to discriminate against older workers.

I urge you to support House Bill 2818.

Thank you for your consideration,

Doris M Walker