



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

House Committee on Business & Labor  
Testimony in Support of HB 4076:  
Workplace Age Discrimination Task Force  
Carlos Romo, Volunteer

February 3, 2020

Good evening, my name is Carlos Romo. I am retired, a Volunteer for AARP Oregon, and I'm pleased to testify in support of HB 4076. AARP members are individuals ages 50 and over. Our members are very diverse not only in age, but also in race, gender, color, national origin and disabilities, all areas covered by equal employment opportunity laws.

Because white households in the United States take in significantly more income than black and Latino households, when we add in workplace age discrimination, vast amounts of research indicates that women and workers of color are literally being shortchanged in their paychecks and in their retirement incomes.

Studies show that the most common reasons older adults keep working, or seek employment, are because they need income to make ends meet, pay for healthcare or simply because they want to work and continue to make a contribution to our economy and our society. We know that older workers in Oregon and throughout our nation, possess talents and experience that contribute to making our workplaces better for everyone.

It is important to note that demographic studies show that our population is aging and employers, especially, must adapt to hiring and keeping older adults in this fast moving shift. Older workers will constitute around 25% of our workforce in the near future – A viable tax base that we need to fuel Oregon's economy.

It is imperative that we move forward on this issue. I urge the committee to pass HB 4076 that establishes an age discrimination task force to help our State strengthen existing age discrimination laws. On behalf of our 510,000 members, many of whom are still working, thank you for providing equal opportunity and treatment for all Oregonians in the workplace.

