

February 1, 2023

Dear Chair Holvey and Members of the House Business & Labor Committee,

I am writing this letter in support of HB2800. This bill is extremely personal to me as I have been on both sides of the hiring table and have seen the knife that lacks of clarity in age discrimination cut both ways.

I was in senior management most of my career until I retired 4 years ago. During my 30 years working for a fortune 500 company I was involved in many staff expansion as well as staff reduction exercises.

“Rounding out the staff” was a term often used in upsizing as well as downsizing the company. When upsizing, subtle comments like “we need more gray at the table, but not too gray” was a way of saying we want experience but not too old”.

When downsizing comments like “we need to keep our budget in mind “ or “remember we need to retain people who provide simpler tasks today that can grow tomorrow” Translation: ‘long time employees are expensive to retain, we can train younger, less experienced people to do the job for less money’.

These are just few examples of how the lack of clarity in our current policy fails to protect employees and HB2800 can correct this situation.

As stated, I am retired, and recently joined AARP to see what, if anything, I could give back to our community. Advocating for HB2800 as an individual is exactly what I was looking for. This correction, if in place then, would have empowered me over the years to protect the rights of all current as well as potential new hires.

I urge you pass HB2800 and allow Oregon to protect all of our working force.

Most Respectfully,

Luann Lundell-Matthews

Concerned Citizen

Boring, Oregon