

February 3, 2023

To: Chair Holvey, Vice Chairs Elmer and Sosa, and Members of the Committee,

I am writing in support of HB 2800.

I am a 75 year old woman who has worked outside of the home my entire life until retiring. I have held menial jobs and management positions in the technology industry. I did not become aware of age discrimination until I divorced and became the sole provider for myself and my daughter. I no longer had the luxury of bringing additional income into the family. I was the only person supporting the family. I needed and wanted to take on additional responsibilities and be appropriately and fairly compensated for my work. I wanted to send my daughter to college and have sufficient resources for my retirement.

When I started working in the technology industry in the early 80s, the industry employed young men straight out of college. I was in my mid 30s at the time and a single parent. Competing for positions with men in the early 20s was difficult. Getting promotions was difficult. Not only was I older but I was a woman and a single parent in an industry looking for employees almost half my age.

My daughter is 45 years old and was recently laid off. She has twenty years of experience and highly qualified in her field and is seeking employment. Thirty years later and she is finding it difficult to get beyond a first interview. Could it be because she is 45 years old? I don't know but age discrimination is starting younger and younger.

Older workers are not valued and dismissed as not qualified and able to "keep up the pace" needed in the 21st century workplace. I don't agree.

I ask for your strong support of HB2800.

Thank you for your public service.

Regards,

Regina Ayars
Ashland, Oregon