

Submitter: Thomas Litterer

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB2800

I would like to thank the committee for clarifying the meaning of "because of age" in Oregon's employment discrimination law. Having connections within the high tech industry, I have witnessed many highly educated and experienced employees being laid off. Some are then forced into early retirement after not getting opportunities to even interview. As a younger employee, I felt like having experience was an advantage; now, I feel I need to remove early experiences and graduation dates from my resume. Updating the age discrimination language will help recruiters more equitably consider applicants of all ages, and companies avoid language and policies that reinforce age biases that might already exist in hiring managers. All workers are eventually older workers who will always want an equal right to work.