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

I urge your support for House Bill 2800.

Over the course of my 45 year career, I have faced discrimination both because I am female and because of my age. I retired in 2018 and moved from Seattle, Washington to Ashland, Oregon. While the discrimination I faced was in another state, I support HB 2800 because discrimination in the workplace is discrimination in the workplace, no matter where it occurs.

HB 2800 prohibits the use of age preference language in employment advertisements and prohibits employers from asking applicants to disclose their age or high school/college graduation dates. It also restricts the use of proxies for age, such as retirement eligibility, salary or health care costs. Women, as well as low-income and BIPOC individuals are disproportionately impacted.

One example I would like to share with you is from my last position with King County in the Seattle area. I am well-qualified with two Master's Degrees and am a Fellow with the American Institute of Certified Planners. After being out of work for two years from cancer treatments, I interviewed for a top-level position with the County's Department of Permitting and Environmental Review. During the interview process, I was offered a salary significantly lower than I had made in 20 years. I said "no, I suggest something in the low six figures, which is lower than I had made previously;" eventually they offered an even \$100,000 and I accepted. After 4 years, I decided to retire. It was with anger that I found out the newly advertised job with the same responsibilities was at a minimum salary 30% above what I had been given and the person hired was much younger.

A second example comes from a national commercial/residential developer who needed someone with my skills to manage a large planned unit development outside Seattle. In this case, the position was advertised with one title, a salary and reporting to a Vice President but after the interview, the principal called to offer me the position with the same responsibilities for a lesser title, a lower salary and not reporting to him. At that point, I needed the work so I took the job.

These are two examples of discrimination that should not be allowed to continue. I urge you to pass HB 2800 to help end workforce discrimination.

Thank you.

Lisa Verner