

February 19, 2025

To: Chair Grayber, Vice-Chairs Elmer and Muñoz, and Members of the Committee

Re: Support for House Bill 3187, the workplace age discrimination bill

My name is Vickie S. and I am a member of American Association of University Women of Oregon. I write this letter in strong support of House Bill 3187.

Oregon law must make sure that discrimination in the workplace based on age is unacceptable and illegal. Under the law as defined by courts, all employers have to do is point to another reason for an action unfavorable to its employees – even if age was a factor in their decision. This loophole is not fair. If it's age discrimination, employees should be given an opportunity to hold employers accountable.

I have personally experienced age discrimination when looking for work, including currently. My resume gets me the interviews but once I have been viewed in an online interview – I have not been considered for the position. The State of Oregon Worksource Oregon did a good multi-week workshop that helped older workers identify age discrimination and to help support those of us who were experiencing it. My current employer has also not allowed me to attend promotional opportunities, stating that younger, less experienced employees should be given the opportunities.

Age is an asset to employers, not a liability. It is important to respect and value experience, not dismiss it.

There may be situations where an employer needs to know an applicant's age, but not before a conditional offer is made. Right now computer programs receiving job applications can just automatically reject an applicant based on age – before anyone even glances at the application. This isn't fair.

Older Oregonians have to provide financial support to themselves and their families just as much as younger Oregonians. If they can do the job, they should be given an opportunity to do it.

I urge you to support House Bill 3187.

Sincerely,

Vickie Staffelbach

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