

Feb. 18, 2025

Dear Chair Grayber, Vice Chairs Elmer & Munoz, and Members of the Committee,

My name is Amber Kern Johnson and I am the Executive Director at the Community for Positive Aging (CfPA) (founded as the Hollywood Senior Center), a nonprofit organization dedicated to fostering a healthier, more inclusive, and connected community for older adults in Oregon. Our work of 50+ years focuses on improving food security, health equity, disaster preparedness, and community resilience—particularly for low-income seniors, BIPOC communities, and those with disabilities.

I am writing today on behalf of the Community for Positive Aging (CfPA) in strong support of HB 3187. Let's give older workers a fair shot at employment.

Oregon is one of the oldest states in the nation, and we are experiencing a permanent demographic shift as our population continues to age. At the same time, we face critical worker shortages across many industries. Yet, despite their skills, experience, and eagerness to contribute, older workers continue to face age discrimination in hiring.

At CfPA, we work directly with older adults who want to remain active in the workforce—whether to support themselves financially, find meaningful engagement, or contribute their expertise. Too often, they share stories of being screened out of job opportunities simply because of their age, with barriers like required graduation dates or employment history cutoffs preventing them from even getting an interview. One of our program participants, a former healthcare professional with decades of experience, applied for numerous positions but was repeatedly overlooked—until a hiring manager met them in person and immediately recognized their value. HB 3187 ensures that all older workers have the same opportunity to showcase their talents without being unfairly filtered out.

As Oregonians live longer, healthier lives, they deserve the opportunity to remain financially independent and engaged in the workforce. By passing HB 3187, we can create a more inclusive, age-friendly Oregon that values workers of all ages.

Let's make Oregon fair for everyone. I urge you to vote in support of HB 3187.

Thank you for your time and consideration.

Sincerely,

Amber Kern Johnson

Executive Director