

Submitter: Lauren Marx

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure, Appointment or Topic: HB3187

As a resident of Oregon, I support HB 3187 A-Eng. to protect older Oregon workers. Oregon's current age discrimination law is failing to protect older workers; who despite their experience and dedication, too often face barriers to hiring, promotion, and retention.

Age discrimination is a pervasive issue that has significant economic consequences that transcend age – one study put the price tag at \$850 billion in 2018. Older workers who are pushed out of the workforce or unable to find employment due to discrimination are more likely to face prolonged periods of unemployment and financial insecurity. At a time of budget shortfalls, we need to do everything we can bring in revenue to the State. Furthermore, age discrimination robs our economy of valuable experience and institutional knowledge, both of which are critical for innovation and productivity.

While age discrimination can affect anyone, it disproportionately impacts women and workers of color. These groups often face intersecting biases that compound their challenges in the workforce. By addressing age discrimination, HB 3187 helps ensure that all workers, regardless of their age, race, or gender, can work to support themselves and their families.

In conclusion, HB 3187 is a critical measure to protect the rights and dignity of older workers in Oregon. By passing this bill, the legislature has an opportunity to strengthen our economy and reaffirm Oregon's commitment to fairness for all.

Thank you for your consideration, and I urge your support for House Bill 3187.