

Dear Ms. Norlund -

Several group, such as AARP, the AAUW, and the Oregon Trial Lawyers Association, as well as Representative Carla Piluso and my self would like to appoint a Task Force in the 2020 Session that will examine the problem of age discrimination in the workplace.

We anticipate that the Task Force would:

*(a) Identify and evaluate the impacts of age discrimination in the workplace; and  
(b) Establish policy recommendations, including recommendations for legislation, to deter age discrimination and ensure that employees of all ages have full and equal access to opportunities in the workforce.*

Further, assuming there is a budget, I can help with this ... I have experience designing and conducting research and one of my colleagues/collaborators is VP of Methodology for a market research firm and an expert in social research and statistical analysis.

I have felt the effects of age discrimination personally.

I had three worthy job offers within a couple days back in 1998, but since that position ended in mid-2017, I had great difficulty finding reasonable employment in any field. The Employment Dept wouldn't provide training because my industry (education) wasn't growing. Months after unemployment ended in 2018, a kind friend got me a job in the construction industry (which just ended this month).

Discrimination is real - since 2017 I have run into many questionnaires that required High School date of attendance, even though the job requires a Bachelors or Masters or Doctorate - all of which I have. They should not be allowed to ask that, or graduation dates.

Examples of possible discrimination: I have excellent references at all levels from all employers, and I've applied for jobs that would utilize my knowledge and skills - without seeking a salary increase or leadership role. Yet -

- A recent interviewer suggested I would "*get bored and leave in six months*" because the job was a lower level position. My record proves otherwise.
- Even knowing the Chair of a University Department (at a sister school to my alma mater) didn't get me one single interview for supporting roles at either school - and I submitted mutiple job applications over three years.

Please create this task force - it may not do anything for me in my working lifetime, but those of us who have contributed gainfully to society for decades shouldn't be shunned.

kind regards-

Dr. Stephanie Galindo