

Submitter: Gerald Cohen

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB2800

February 2, 2023

Dear Chair Holvey and Members of the House Business & Labor Committee,

I am writing in support of HB2800. Having family, neighbors and friends who have experienced various forms of age discrimination, I am very sensitive to the need for our State to do more to assure fairness in the workplace.

The experiences I have witnessed include separations designed to reduce workers ages 45+ (often with the goal of reducing potential pension payouts as well as higher salaries), denials of advancement and after separations experiencing difficulty securing new positions for one is highly qualified.

Sadly, age is seen as a negative even as studies show the value of an age diverse workforce and the many strengths older workers provide to organizations and our economy. Perceptions of older workers unable to master new work skills remain a bias.

HB2800 addresses a lack of clarity in our current policy which fails to protect employees.

I am an older worker now in my 70s and believe all ages and abilities deserve better protections in the workplace.

I urge you pass HB2800 and allow Oregon to protect all of our working force.

Thank you,

Gerald Cohen, JD, MPA  
Lake Oswego OR