



TO: House Committee on Business and Labor
FROM: Todd Addams, Interim Executive Director, Basic Rights Oregon
DATE: 2/6/2023
RE: Support for HB 2800

Chair Holvey, Vice Chairs Elmer and Sosa, and members of the House Business and Labor Committee,

I am writing on behalf of Basic Rights Oregon to urge you to support HB 2800, which will strengthen protections against workplace age discrimination in Oregon. As Oregon's LGBTQ2SIA+ advocacy organization, Basic Rights Oregon stands firmly against all forms of employment discrimination.

The problem is clear: 62% of Oregonians ages 40+ have seen or experienced age discrimination in the workplace. Oregon Hispanic/Latino older workers reported at 63%, while women workers (64%) and Black workers (77%) report even higher percentages of having seen or experienced age discrimination.

We also know that LGBTQ2SIA+ Oregonians are more likely to experience financial hardships in their old age. According to the American Psychological Association, seniors in our community face "unique economic and health disparities" and "may face dual discrimination due to their age and their sexual orientation or gender identity."

HB 2800 would help strengthen existing Oregon policy against age discrimination in employment. It would clarify definitions, and make cases of age discrimination easier to recognize and respond to.

Age-based discrimination in the workplace—like any other kind of discrimination—is wrong, and goes against Oregon values of inclusion and respect for all people. Furthermore, experienced workers can bring valued skills and insights to Oregon workplaces, and help fill the workforce shortage we're currently experiencing. As Oregonians live and work longer, we need to make sure they aren't facing unjust barriers to succeeding in the workplace.

We hope you will vote YES to advance HB2800!

Thank you,

Todd Addams
Interim Executive Director, Basic Rights Oregon