

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

I am writing in support of HB 2800. As a business executive and an AARP volunteer for the past several years I have encountered many older individuals who wanted to continue to be in the workforce. Many of them simply enjoyed working and many of them had to continue working for financial reasons.

Yet, even though age discrimination is against the law in Oregon, more than three in five Oregonians ages 40+ (62%) have seen or experienced age discrimination in the workplace. These individuals need and deserve the same protections as those individuals in other protected classes that HB 2800 provides.

HB 2800 is a narrow fix that restricts the use of questions/criteria that are a proxy for age. It will ensure older workers are given a fair chance by prohibiting applicants to disclose their age prior to an initial interview as well as prohibiting the use of age preference in job ads. It protects bona fide seniority systems, early retirement plans and removes the age restrictions on apprenticeship training.

Thank you for your consideration of my testimony and for passing HB 2800.

Layton Rosencrance
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