

To: Chair Holvey and Members of the House Business & Labor Committee

From: Michael Fieldman, Roseburg, OR

Re: Support for HB 2800

Date: February 3, 2023

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

I am asking you to support HB 2800. This bill helps to clarify and strengthen a concept that is commonly accepted in our society, and that is, when dealing with an employment hiring or retention decision people should be assessed based on their skills and abilities and not based upon any physical attributes that they bring. This concept is clearly accepted when dealing with race, ethnic background, physical disabilities and others. It needs to be just as clear and accepted when dealing with the age of an applicant or existing employee as well.

As a past employer, who is now retired, I have been responsible for hiring and retaining thousands of employees over the years. It was just good common business sense that I would look to find and keep the most skilled employees. I learned quickly that age was not a relevant factor in making any employment decisions. Unfortunately, studies have shown that not all employers have this same perspective which means that age discrimination is, unfortunately, a reality that many older people do experience. HB 2800 will help clarify and level the playing field for older employees. Having a level playing field is not only good for business but for society in general and fits with our American values of fair play and the belief that if you work hard and play by the rules you can succeed. This bill helps to ensure a fair and level playing field for older workers, which in turn will allow them to succeed along with everyone else. This success is something that is good for all of us.

Again, I ask you to support passage of HB 2800.

Michael Fieldman  
Roseburg, OR