

February 3, 2023

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

As a small business owner, I am testifying in support of HB 2800. This bill is designed to fix our state's age discrimination in workplace.

People are living and working longer, and I can certainly attest to the fact that experienced workers bring a unique and much need maturity and perspective to the workplace.

As a small business owner, and being in the retail sales environment, we have the entire spectrum of age groups working in this sector. My current staff consists of youngest worker not quite 21 years old to my manager, who is already collecting Social Security at full retirement age and choosing to continue working. This large age gap creates a harmonious workplace environment, where the staff can draw on experience of decades in the workplace and share in the experiences of the current generation. These workplace interaction among my staff, also helps them better relate in their own family structure.

Over my many decades as a small business owner I have hired hundreds of employees and, in some rare cases, I have had to fire employees. But I have never been sued for workplace discrimination at any time. I welcome bringing clarity to the workplace discrimination law. I do not worry it will be confusing or more costly. It is important that all business owners understand what constitutes age discrimination in Oregon and HB 2800 will do that. I fully and wholeheartedly support HB 2800 and urge you to pass the bill unanimously.

Thank you for allowing me to share my thoughts and my workplace experiences.

Thanks,

Saleem Noorani
Corvallis, Oregon