



## Oregon moms and caregivers fighting for gender, economic, and racial justice.

To: House Committee on Business and Labor  
From: Family Forward Oregon  
Date: February 6, 2023  
RE: Support for HB 2800, Protect Older Workers

Chair Holvey, Vice-Chairs Elmer and Sosa, members of the committee:

Thank you for the opportunity to provide testimony in support of HB 2800, which seeks to clarify the definition of age-related discrimination. Family Forward Oregon is committed to advancing policies that support families and help them succeed, both in the workplace and at home. Our organization believes in a comprehensive approach to equity, where people from all races, genders, classes, languages, sexual orientations, abilities, religions, non-religions, and age groups have the tools to access power so that just outcomes are possible.

As an organization that supports women, mothers, and caregivers of all backgrounds, we believe that HB 2800 is necessary to address equity in the workplace. 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 at work. In 2018, bias against older workers cost the U.S. economy an estimated \$850 billion in GDP. **Low-income, women and BIPOC workers are disproportionately impacted** – experiencing extended unemployment, involuntary retirement, under-employment, or afraid to change jobs because of age discrimination.

Furthermore, age discrimination claims, unlike every other type of discrimination claim, are very difficult to get before a jury. They are often dismissed by the judge before trial, even when the same kind of evidence in other kinds of discrimination would almost certainly not be subject to dismissal. Victims of age discrimination are often turned away by the court system and left without any remedy for the harms and losses they have suffered.

Black workers, Latinx workers, and women make up a large portion of Oregon's workforce, and already experience many other types of employment-related discrimination – like lower wages, exclusion from the hiring process, and pregnancy discrimination. While 62% of Oregonians have seen or experienced age discrimination, Oregon Hispanic/Latino older workers reported those experiences

at 63%. Women workers (64%) and Black workers (77%) report an even higher percentage of having seen or experienced age discrimination.

By passing HB 2800, we can better ensure that all Oregonians – especially those most impacted by age discrimination – can receive justice for what they have experienced.

**We urge your support of HB 2800 to provide victims of age discrimination the ability to have their day in court.**

Sincerely,

A handwritten signature in black ink, appearing to read 'Miranda Miller', with a stylized, cursive script.

Miranda Miller  
On behalf of Family Forward Oregon

