



Service Employees International Union Local 503

To: House Committee on Business and Labor
Re: HB 2800
On: February 6th, 2023

Chair Holvey, Vice-chairs Elmer and Sosa, and members of the House Committee on Business and Labor, thank you for the opportunity to testify in support of the Anti-Age Discrimination Bill, HB 2800. For the record, my name is Alice Longley Miller and I am here on behalf of SEIU 503.

As a union, we value diversity and equal opportunities for all individuals, regardless of their age. However, the current job market often discriminates against older individuals through subtle language and requirements that perpetuate age bias.

The use of terms such as "digital native" implies that older individuals are not capable of adapting to technology, which is simply not true. Similarly, asking for graduation dates on job applications is a clear indication of the employer's interest in the applicant's age, rather than their qualifications and experience.

This bill will prevent such language and requirements from being used in the hiring process, ensuring that older individuals have equal opportunities to secure employment. It sends a clear message that age discrimination will not be tolerated and that all individuals, regardless of their age, deserve a fair chance at employment.

Furthermore, this bill will also benefit our economy by tapping into the vast pool of experienced and skilled workers who may otherwise be excluded from the job market due to age discrimination.

In conclusion, I strongly urge the House Committee on Labor and Business to pass HB 2800 and take a step towards a fairer and more inclusive job market for all individuals. Thank you.

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