

RE: Support for HB 3187

Dear Chair Grayber, Vice Chairs Elmer & Munoz and Members of the House Labor & Workplace Standards Committee,

I am writing as a retired Oregonian voter and as a member of AARP in **Support of HB 3187**. This bill is designed to fix Oregon's workplace age discrimination law, so all workers are treated fairly based on their qualifications—not their age.

This legislation is important to me personally because both my father and brother had the unsettling experience of being terminated late in their careers and then had to find new employment. I saw first-hand the overwhelming challenges and stresses they experienced in trying to maintain their livelihood, at that point in their lives and careers, despite being very successful and competent in their fields. I know age discrimination played a big role in the challenges they experienced as they dealt with their situations.

I want to make sure that other people don't have to deal with the same issues they did and to assure that the playing field for older workers who need or want to stay in or re-enter the workforce is a level playing field. Additionally, workplace age discrimination, like any other kind of discrimination, is wrong, however Oregon's law is not equivalent in how it is interpreted for older workers as compared to other forms of discrimination. HB 3187 helps to make them equal.

Because of this I ask for your support of HB 3187 as it balances the rights of both the employee and employer.

Sincerely,

Michael Fieldman
Roseburg