

February 13, 2025

Members of the House Labor & Workplace Standards Committee
Oregon Legislative Assembly

Dear Committee Members,

I am writing in support of HB 3187, the bill designed to strengthen Oregon's workplace age discrimination law.

The bill is vitally important to assure fairness in the hiring, retention and promotion of older Oregonians. Fair treatment is not only essential to individual workers, many of whom must continue to work to support themselves. Fair treatment, based on merit, not on age, also carries benefits to work organizations by enabling them to build on the seasoned experience and cumulative knowledge that older workers bring to the workplace.

Unfortunately, Oregon's current age discrimination workplace law contains loopholes that allow employers to use proxies for age and require date of graduation or date of birth in employment decisions. HB 3187 will close such loopholes and improve the law.

Although I am retired and do not seek employment, I know of fellow AARP members who have suffered from age-related workplace discrimination. Their experience has saddened and concerned me and has added fuel to my support for revisions to our workplace discrimination law.

I urge you to vote in favor of HB 3187, for older workers and for our state's collective welfare.

Respectfully,

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