

February 14, 2025

House Labor & Workforce Standards Committee  
Oregon State Capitol  
900 Court St NE  
Salem, OR 97301

Dear Chair Grayber, Vice Chairs Elmer & Munoz and Members of the Committee,

I am writing to you in support of HB3187. We face a growing need for older workers to participate in the state workforce. This is matched with a desire among many older workers to continue to contribute their talents and workplace skills and experience.

According to a recent Pew Research Center study (December 2023), entitled *The Growth of the Older Workforce*

- [U.S. Bureau of Labor Statistics \(BLS\) projections](#) show that the role of older workers will continue to grow over the next decade. Adults ages 65 and older are projected to be 8.6% of the labor force (those working and looking for work) in 2032, up from 6.6% in 2022. Older adults are projected to account for 57% of labor force growth over this period.
- Older adults are one of the few age groups that are expected to increase their labor force participation rate over the decade. The BLS projects that 21% of older adults will be in the labor force in 2032, up from 19% in 2022. The only other age group projected to increase its labor force participation rate is 55- to 64-year-olds.

Older adults need greater protection than what exists in the current Oregon law. This requires revising the Oregon workplace age discrimination law to provide protection in all phases of the process starting with asking questions at the right time in the application process thru reasonable protections as employees.

Ultimately, this is good for both the employer and the individual worker. By improving on the existing law, as detailed in HB 3187, you will position the Oregon labor force for success and respond to the make-up of the U.S. workforce that will include workers 55 years of age and older well into the next decade.

Sincerely,

Paul Griffo  
Portland, Oregon