

Submitter: Georgia Applegate
On Behalf Of:
Committee: House Committee On Labor and Workplace Standards
Measure, Appointment or Topic: HB3187

February 19, 2025

To: Chair Grayber, Vice-Chairs Elmer and Muñoz, and Members of the Committee

Re: Support for House Bill 3187, the workplace age discrimination bill

Dear Chair Grayber, Vice-Chairs Elmer and Munoz and Committee Members:

I am writing this letter in support of HB 3187 along with many of my colleagues in AAUW of Oregon. Many of us have, indeed, encountered age discrimination at one time

or another during our lives/careers as we sought employment and/or advancement. Older employees bring proven job and leadership experience to the workplace. With that in mind, age along with its accumulated knowledge and skills is an asset, not a liability. Such employees deserve full and equal access to employment opportunities like

everyone else. It is an unfortunate fact today that workplace discrimination based on age is so routinely practiced that it has become acceptable, and a part of everyday reality. That is simply not right.

Age discrimination especially hurts women, who may have gaps in their employment history due to child raising or caregiving and are already at retirement security risk.

Thank you for taking my comments into consideration as you work on this bill.

Sincerely,

Georgia Applegate

Williams, OR