

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

My name is Randa Blanding, and I am a member of the American Association of University Women of Oregon. I write this letter in strong support of **House Bill 3187**.

Oregon law must make sure that discrimination in the workplace based on age is unacceptable and illegal. Under the law, as defined by courts, all employers have to do is point to another reason for an action unfavorable to their employees – even if age was a factor in their decision. This loophole is not fair. If it's age discrimination, employees should be given an opportunity to hold employers accountable.

Age is an asset to employers, not a liability. It is important to respect and value experience, not dismiss it.

There may be situations where an employer needs to know an applicant's age, but not before a conditional offer is made. Right now computer programs receiving job applications can automatically reject an applicant based on age – before anyone even glances at the application. This isn't fair.

Older Oregonians must provide financial support to themselves and their families just as much as younger Oregonians. If they can do the job, they should be allowed to do it.

I urge you to support House Bill 3187.

Sincerely,
Randa Blanding
Tigard, 97223