

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 Mary Ellen Dello Stritto, a member of AAUW (American Association of University Women) in Oregon. I write this letter in strong support of House Bill 3187.

We must address an unfair loophole in Oregon law to ensure that discrimination in the workplace based on age is illegal. Currently employers can point to another reason for an action unfavorable to its employees – even if age was a factor in their decision. If age discrimination occurs, employees should be given an opportunity to hold employers accountable.

Age is an asset to employers and needs to be respected and valued. A recent study demonstrated that workplace age diversity was positively associated with organizational performance (Li et al., 2021)<sup>1</sup> An age-diverse workforce provides valuable knowledge to enhance an organization.

There may be situations where an employer needs to know an applicant's age, but not before an interview or a conditional offer of employment is made. Current online systems receiving job applications can automatically reject an applicant based on age – before any human reviews it. This is unacceptable.

Older Oregonians need to provide financial support to themselves and their families, just like younger workers. They should not be prevented from doing so.

I urge you to support House Bill 3187.

Sincerely,

Mary Ellen Dello Stritto, Ph.D.  
Salem, OR 97304

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<sup>1</sup> Li, Y., Gong, Y., Burmeister, A., Wang, M., Alterman, V., Alonso, A., & Robinson, S. (2021). Leveraging age diversity for organizational performance: An intellectual capital perspective. *Journal of Applied Psychology*, 106(1), 71.