

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 Barbara Gaines 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.

As we continue to live longer, it is important to recognize that our experience can enrich the workplace and grow a stronger next generation of leaders. Addressing the unfortunate consequences for age discrimination in the workplace provides a path to fuller employment by productive workers, especially women.

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

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

Oregon law must make sure that discrimination in the workplace based on age is unacceptable and illegal.

I urge you to support House Bill 3187.

Sincerely,

Barbara Gaines

Portland, Oregon