

February 19, 2025

To: Chair Grayber, Vice-Chairs Elmer and Muñoz, and Members of
the House Labor and Workplace Standards Committee

**RE: Support for House Bill 3187, the Workplace Age
Discrimination Bill**

No matter your age, in the workplace everyone needs to be valued for their knowledge, skills and abilities. Older employees bring proven job and leadership experience to the workplace. They deserve full and equal access to employment opportunities as everyone else does. 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 not right.

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

I urge you to support HB 3187 to end age discrimination in the workplace in Oregon.

Sincerely,

Penney Hoodenpyle,

American Association of University Women of Oregon member
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