

February 19, 2025

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

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

As a member of AAUW—the American Association of University Women of Oregon, and as a member of The Delta Kappa Gamma Society International, I write 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 current law as defined by courts, all employers have to do is select another reason for an action unfavorable to its employees – even if age was a factor in their decision. This is not fair. It's age discrimination, and 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 just automatically reject an applicant based on age – before anyone even glances at the application..

Older Oregonians need to provide financial support for 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.

I urge you to support House Bill 3187.

Sincerely,

Lleanor Marie Mueller

A voter from Salem, Oregon