

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 Katie Raetz and I am a member of American Association of University Women of Oregon. I write this letter in strong support of House Bill 3187.

I had the honor of providing low risk OB/BYN healthcare for women of all ages for 36 years. I learned the importance of mental and emotional factors in my patients' lives, as well as the physical.

The last 15 years of my practice was with a large OB/BYN group taking very few Medicare or Medicaid patients. In 2008, when the Great Recession started, many of our patients rushed to get as much healthcare as possible before they lost benefits, along with their jobs.

Women between the ages of 45 and 62 demonstrated significant anxiety about maintaining and obtaining jobs. Many had raised children, then returned to work or left difficult marriages and were now single working parents. Many had little seniority and faced inevitable layoff or firing. Their investigation for potential new jobs was not reassuring. Many women over 50 described any potential new jobs were limited by their age.

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.

I urge you to support House Bill 3187.

Sincerely,

Katie Raetz

Portland, Oregon