

**DEB PATTERSON  
STATE SENATOR/SENADORA ESTATAL  
DISTRICT 10/DISTRITO 10**



**OREGON STATE SENATE/SENADO DEL ESTADO DE OREGON**

February 17, 2025

Chair Grayber, Vice Chair Elmer, Vice Chair Munoz, and members of the Committee on Labor and Workplace Standards,

My name is Deb Patterson, and I serve as the State Senator for District 10, which includes South Salem, West Salem, Monmouth, and Independence.

I am writing to you today to voice my support for HB 3187.

Most Oregonians can agree the law should protect employees from workplace discrimination. Oregon state law and US federal law both explicitly prohibit workplace age discrimination. However, compared to other types of discrimination claims, age discrimination cases are more likely to be dismissed, even when the claims are supported by the same types of evidence. As a result, victims of age discrimination are too often left without recourse for the harms they experienced. It is clear that additional protections are needed to strengthen Oregon's workplace discrimination law to protect older adults.

HB 3187 would address this issue by clarifying the definition of age discrimination under Oregon law. The bill would prohibit employers from requiring applicants to disclose their age or graduation date before their first interview and removes age limits on apprenticeship programs.

Employees should be evaluated based on their work performance, not on their age. Please support HB 3187 to ensure all workers are treated fairly.

Thank you,

A handwritten signature in black ink that reads "Deb Patterson". The signature is written in a cursive, flowing style.

Deb Patterson