

Feb.19, 2025

Re: Support of HB 3187

Dear Chair Grayber & Members of the Committee:

My name is Carmel Snyder, I'm a member of AARP. I am writing in support of HB 3187.

Older workers are a valuable resource in our workforce and for many working is a financial necessity. But too often older workers encounter workplace age discrimination, whether it takes them longer to find that next job or they are fired because they are older.

I watched as my husband, a veteran, and a dedicated worker searched for a job after a layoff. He would rarely be called for an interview despite his great work record and training. Once he removed dates from his resume, he would be interviewed only to see the job go to a much younger, less experienced candidate. He finally gave up and took a job that did not require the expertise or education he had.

The reality is that people are living and working longer but workplace age discrimination threatens the financial security of older workers by pushing them out of the workforce and denying them jobs and promotions.

We need to fix Oregon's workplace age discrimination law, so all workers are treated fairly based on their qualifications – not their age. Please uphold Oregon's commitment to equitable justice while balancing the rights of both the employee and employer.