

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 Linda Lybecker and I am a member of American Association of University Women of Oregon. I write this letter 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 the law as defined by courts, all employers have to do is point to another reason for an action unfavorable to its employees – even if age was a factor in their decision. This loophole is not fair. If it's age discrimination, employees should be given an opportunity to hold employers accountable.

There may be situations where an employer needs to know an applicant's age, but not before a conditional offer is made. Currently computer programs receiving job applications can just automatically reject an applicant based on age – before any person even glances at the application. This isn't fair to applicants.

Older Oregonians need to provide financial support to themselves and their families. If they can do the job, they should be given an opportunity to prove themselves.

I urge you to support House Bill 3187.

Sincerely,

Linda Lybecker

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