



Subject: Strong Support for House Bill 3187

Dear Members of the House Committee on Labor and Workplace Standards,

My name is Marisa Fink and I serve as the South District Director of the American Association of University Women of Oregon and the President of the Roseburg Branch. I write this letter in strong support of House Bill 3187.

It is unfortunate that discrimination based on age is so prevalent, particularly for older women ([National Bureau of Economic Research](#)), while at the same time evoking such mediocre pushback in both the workplace and enforcement of Oregon law.

It is critical that Oregon law ensures discrimination based on age in the workplace is unequivocally unacceptable and illegal. Under current law, employers can simply point to another reason for an unfavorable action, even if age was a contributing factor. This creates a loophole that undermines fairness and justice. If age discrimination is present, employees should have the opportunity to hold employers accountable.

Rather than being seen as a liability, age is an asset to employers. Experience brings valuable perspectives, skills, and reliability that cannot be overlooked. It is essential that we respect and value the experience that older workers bring to the table.

Furthermore, there are instances where an employer may need to know an applicant's age, but that should not occur until after a conditional offer has been made. Currently, automated systems that process job applications can automatically reject candidates based on age before anyone has even reviewed their qualifications. This practice is unfair and counterproductive.

Older Oregonians, like their younger counterparts, are responsible for supporting themselves and their families. If they are capable of doing the job, they should be given the opportunity to prove it.

For these reasons, I urge you to support House Bill 3187. This bill is a crucial step in ensuring equal opportunities for all Oregonians, regardless of age.

Thank you for your consideration.

Sincerely,

Marisa Fink, Ed.D.

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