

February 19, 2025

To: Chair Grayber, Vice-Chairs Elmer and Munoz, and Members of the Committee

Re: Support for House Bill 3187, the Workplace Age Discrimination Bill

*My name is Ann Bard and I am a member of The American Association of University Women of Oregon (AAUW). I write this letter in strong support of **House Bill 3187**.*

Oregon demographics document that Oregon is an aging state with a rich reservoir of an older and talented workforce with mastery, maturity, discernment, technical expertise and dedicated judgment. As this 25% of Oregon's workforce over age 55 faces pervasive workforce age discrimination, they lose their rights to address their own economic security. I recently had lunch with a friend who described what it was like to experience age discrimination here in Central Oregon. Obviously, our current age discrimination laws are not preventing this abuse. A 2024 AARP study of working Oregonians 40+ found 55% had experienced or seen workplace age discrimination. Even more concerning, 88% said it was common (equally from each party at R 86% and D 89%).

It's time to level the playing field to eliminate workplace age discrimination. Employers do not have the right to an applicant's age, birthdate, or college graduation date. I support this bill which addresses both firing and hiring illegal tactics.

I urge you to support House Bill 3187.

Sincerely,

Ann Bard

Redmond, Oregon 97756