

Date: February 19, 2025

To: House Committee On Labor and Workplace Standards

From: Barbara Casey

RE: Support for HB 3187

Dear Chair Grayber, Vice-Chair Elmer, Vice-Chair Muñoz, Members of the Committee:

My name is Barbara Casey, and I live in Portland, Oregon. I am writing to express my strong support for HB 3187, a vital bill that strengthens protections against age discrimination in the workplace.

I consider myself fortunate that I worked for the State of Oregon, it cared about my skills and abilities, my work ethic not my birth date. In fact, I was hired by ODHS one month before my 50th birthday. I was a valued employee for 15 years of service with excellent performance appraisals and was able to freely choose my retirement date. My friends and acquaintances are not so lucky. They are rejected for positions they are well qualified for, passed over for promotions they earned, and pushed out without recourse or recognition.

At its core, this bill is about fairness and equal opportunity, regardless of age. Older workers bring invaluable benefits to the workplace—deep experience, strong interpersonal skills, and knowledge honed over years of dedication. Yet, misconceptions about declining performance and age-related bias often unfairly limit their opportunities.

Additionally, the U.S. Supreme Court has significantly restricted the scope of age discrimination protections, making it exceedingly difficult for older workers to prove their claims. As a result, many face financial hardship, not only affecting them personally but also impacting their families and communities.

HB 3187 introduces critical updates to ensure older workers receive a fair chance at employment. By refining the definition of “age” to prevent the use of indirect age-based exclusions and prohibiting unnecessary disclosure of age-related information before an initial interview, this bill promotes fair hiring practices. These are simple, common-sense changes that level the playing field.

I urge you to support and vote “yes” on HB 3187 to help ensure fairness for thousands of qualified Oregonians. Thank you for your time and consideration.

Sincerely,

Barbara Casey
Portland, Oregon