



February 19, 2025

RE: Testimony in Support of House Bill 3187

Dear Chair Grayber and Members of the House Committee on Labor and Workplace Standards:

We write to urge the passage of House Bill 3187. It is a win/win. This Bill is needed to support the financial stability of older Oregonians and will help address Oregon's workforce crisis. We believe HB 3187 fixes the current law with reasonable and measured guidance to courts and employers. The result will be more creative, productive intergenerational workplaces.

AGE+ is a statewide 501(c)3 that empowers communities of all ages to value the contributions of older Oregonians and to address the needs of those who are isolated, lower income and underserved.

Ageism in the workplace is holding us back. Older workers are vital to the economic well-being of our state. Across Oregon, employers have more job openings than applicants. At the same time, Oregon's workforce is aging rapidly—faster than younger workers are coming online. Right now, in some fields, retaining older workers is not an asset but a necessity.

Oregon cannot afford misconceptions about older workers. HB 3187 leads the way to a more inclusive workforce in Oregon that will benefit everyone.

The good news: People are living longer and either want or need to continue working. Providing older workers with basic protections against age discrimination will help ensure they have access to incomes, incomes they will spend, invest and pay taxes on.

Finally, HB 3187 will help Oregon live up to the promise of equity for all.

When older workers are discriminated against, everyone is affected. Age discrimination negatively affects the lives of not only individual workers but also their families, communities and the broader economy.

Sincerely,

Stephanie Hooper, President & CEO