



Chair Grayber, Vice-Chair Elmer, Vice-Chair Muñoz, and Members of the Committee,

My name is Cynthia Branger Muñoz, and I submit this testimony on behalf of the Oregon Education Association (OEA), which proudly represents more than 41,000 educators across the state, including many retired members who remain engaged in our schools and communities. We strongly support HB 3187 because workplace age discrimination remains a persistent and unjust barrier to employment.

Too often, older workers face discrimination that delays their ability to secure employment, forces them out of jobs, or denies them well-earned promotions. At a time when Oregon faces critical workforce shortages, we cannot afford to let outdated biases push skilled professionals out of the labor market simply because of their age.

The reality is that people are living and working longer, and Oregon's laws must reflect this shift. Age discrimination threatens the financial security of older workers, depriving industries and workplaces of invaluable institutional knowledge and experience. Like any other form of discrimination, it is wrong—and Oregon's current legal protections do not go far enough to prevent it.

HB 3187 is a necessary step to ensure that all workers are evaluated based on their skills, expertise, and dedication—not their age. By strengthening Oregon's workplace age discrimination laws, we can promote fairness, protect economic security, and ensure that all workers, regardless of age, are treated with the dignity and respect they deserve.

On behalf of OEA's members, I urge your support for HB 3187. Thank you for your time and consideration.