



A STRONG VOICE FOR OREGON'S WORKERS

TO: Chair Grayber
Vice-chairs Muñoz and Elmer
Members of the Labor and Workplace Standards Committee
FR: Catie Theisen, Oregon AFL-CIO
RE: HB 3187 Support

February 19, 2025

The Oregon AFL-CIO represents 300,000 workers across Oregon and is a voice for all workers in the legislative process, including workers of all ages.

We know that women, people of color, LGBTQ Oregonians, older Oregonians, those with disabilities and others are more likely to face discrimination at the workplace, which is why all of these groups are already included as protected classes under Oregon law.

We also know that many of these identities intersect to put the most marginalized communities even more at risk: 63% of Latinx workers, 64% of women workers, and 77% of Black workers who are 40+ have reported seeing or experiencing age discrimination in the workplace. We are also keenly aware of recruitment and retention issues across industries in this state. When workers who are over 50 have difficulties finding and keeping employment due to age discrimination, this has significant consequences on our economy and communities at large.

HB 2800 is a narrowly tailored bill to help address this issue. The bill includes age proxies such as retirement status and length of service, prohibits initial disclosure of age or graduation dates in employment applications, prohibits proxy language in job advertisements, while also protecting seniority systems and voluntary early retirement plans.

Fair and just workplaces with engaged, multigenerational workforces ultimately foster a strong economy, vibrant communities, and workers of all ages who are self-sufficient. The reality is that people are living and working longer but discrimination threatens the financial security of older workers by pushing them out of the workforce and denying them jobs and promotions.