



Service Employees
International Union
Local 503

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February 19, 2025

To: House Committee On Labor and Workplace Standards

From: Mike Powers, SEIU Local 503

RE: Support for HB 3187

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

My name is Mike Powers, and I represent SEIU Local 503. We are proud to support HB 3187, which strengthens protections against age discrimination in the workplace.

SEIU Local 503 represents about 72,000 workers across Oregon. We are public sector and nonprofit workers who keep our roads open and drivers safe, care for our most vulnerable children and elders, manage timber and fight wildfires, support Oregon's agricultural economy, and so much more.

While Oregon law aims to prevent age discrimination, recent court rulings have narrowly defined what qualifies as such, leaving a loophole that some employers have exploited to terminate employees based solely on their age.

HB 3187 addresses this issue by clarifying the definition of "because of age" to include crucial factors like salary, tenure, and retirement status on job applications. By updating the definition of age discrimination, this legislation ensures fairer treatment for workers and job applicants, increases privacy protections for applicants, and reduces potential bias in hiring decisions.

In coalition with many Oregonians and organizations, SEIU Local 503 urges you to vote "aye" on HB 3187. Thank you for your consideration.

Sincerely

Mike Powers
SEIU Local 503