



House Labor and Workplace
Standards Committee
February 19, 2025

Testimony in Support of HB 3187

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

My name is Daniel Hauser, Deputy Director for the Oregon Center for Public Policy, and I respectfully submit this testimony in support of HB 3187 on behalf of the Center. The Oregon Center for Public Policy is a nonpartisan think tank that uses research and analysis to improve the economic outcomes for all Oregonians, especially for those struggling to make ends meet.

Age discrimination is a pervasive issue that affects workers across various industries and professions. Older workers, despite their experience and dedication, too often face barriers to hiring, promotion, and retention. This discrimination not only undermines the dignity of these workers but also diminishes Oregon's economy by sidelining skilled and capable individuals.

House Bill 3187 is a vital step toward ensuring that all workers in Oregon are judged based on their abilities and contributions, not by their age.

Economic and social impact of age discrimination: Age discrimination has significant economic consequences – one study put the [price tag at \\$850 billion](#) in 2018. Older workers who are pushed out of the workforce or unable to find employment due to discrimination are more likely to face prolonged periods of unemployment and financial insecurity. Furthermore, age discrimination robs our economy of valuable experience and institutional knowledge, both of which are critical for innovation and productivity.

Disproportionate impact on vulnerable communities: While age discrimination can affect anyone, it disproportionately [impacts women](#) and [workers of color](#). These groups often face intersecting biases that compound their challenges in the workforce. By addressing age discrimination, HB 3187 helps ensure that all



workers, regardless of their age, race, or gender, can work to support themselves and their families.

In conclusion, HB 3187 is a critical measure to protect the rights and dignity of older workers in Oregon. By passing this bill, the legislature has an opportunity to strengthen our economy and reaffirm Oregon's commitment to fairness for all.

Thank you for your consideration, and I urge your support for House Bill 3187.

