

**JANEEN SOLLMAN
STATE SENATOR
DISTRICT 15**



OREGON STATE SENATE

February 20, 2025

TO: House Committee on Labor and Workplace Standards

RE: Support for HB 3187

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

Thank you for the opportunity to share my support for House Bill 3187, which clarifies the meaning of “because of age” for purposes of employment discrimination law. I currently serve as the State Senator for Senate District 15 in Western Washington County, which includes Forest Grove, Cornelius, Hillsboro, and the Rock Creek area.

I have a personal connection to this issue and have often shared a story about a constituent who was seeking employment but was not receiving any follow up interview opportunities. This was happening over and over, despite being highly qualified and experienced for the jobs they were seeking. This person happened to have grey hair at the time and felt this was the reason for being passed over for the jobs he was applying to. They decided to dye their hair a different color to disguise the grey, and subsequently received an immediate callback and job opportunity. This type of workplace discrimination, based on age, is exactly what this bill is aiming to prevent.

By passing HB 3187, making it an unlawful employment practice for an employer to require or request disclosure of certain information regarding age and attendance, or graduation dates from educational institutions, we will be taking a step towards providing all Oregonians equal opportunity in the workplace. I thank the many advocates that have worked towards a solution for our aging Oregonians. Colleagues, I urge your support.

Sincerely,

A handwritten signature in cursive script that reads "Janeen Sollman".

Senator Janeen Sollman
Senate District 15