

February 19, 2025

House Committee on Labor and Workplace Standards

Chair and Members of the Committee, my name is Randy Tuschhoff. I live in Hillsboro. I am here today in support of HB 3187 because last year, I experienced what I consider blatant age discrimination.

I have 33 years' experience in the semiconductor industry as a maintenance technician. For the last three years I had been working for an Oregon company installing stalkers that hold silicon wafers. The units are 3 stories high and six feet wide, requiring about 6 weeks of adjustment to bring them up to production.

In May when the project was winding down, my supervisor approached me about doing demolition work for the company and asked if I was interested. I said yes and he passed my information on to the project managers.

The next day, the project managers contacted me and we met in the cafeteria to talk about this new project. When we met, *we hit it off right away*. They wanted to know what kind of experience I had on the different tool sets they use. I shared with them that I had extensive experience on those tools.

They wanted to know if I had experience teaching wafer handling with robotics. I did and shared that experience. It was one of those interviews where there was a clear connection and my experience aligned with what they were looking for. They even asked me if I would be interested in international travel for some projects.

The interview was going really well until one of the project managers asked: *"is it okay if I ask you how old you are?"* This was an awkward question and it caught me off guard. *I did not think it was appropriate to ask me how old I was, but I was looking for a job and did not feel I could say no.*

I answered that I was 62 years old. Although the interview continued, shortly after, the same project manager commented that he thought I would get *"too tired from the work"* and the job may be *"too much for me to handle."* I responded that I could handle the job! In fact, I offered to work a few weeks and if it didn't work out, no hard feelings.

Rather than getting a positive response, they went over a few more details and said they would be in touch with my supervisor. It was no surprise to me that a few days later, my supervisor told me that they were moving on without me. I did not get that job or another job from the company.

*It was clear my age, not my experience or ability, was the barrier for me getting this job. I know age bias in the workplace is real because I experienced it just last year. Thank you for letting me share my story.*