

HB 3187 A-Eng: **Protect Older Workers**



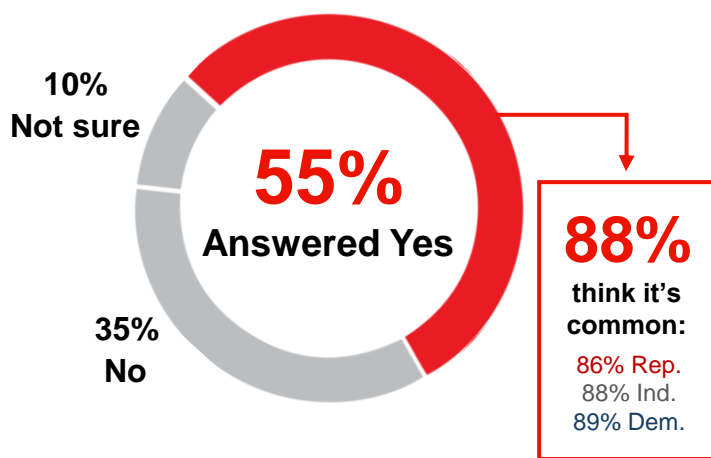
While Oregon law prohibits age discrimination, the reality of enforcing that prohibition falls short. This allows bad actors to get away with discriminating against older workers, effectively leaving them with no recourse. **All workers should be considered for a job based on their qualifications, not negative stereotypes and outdated assumptions.**



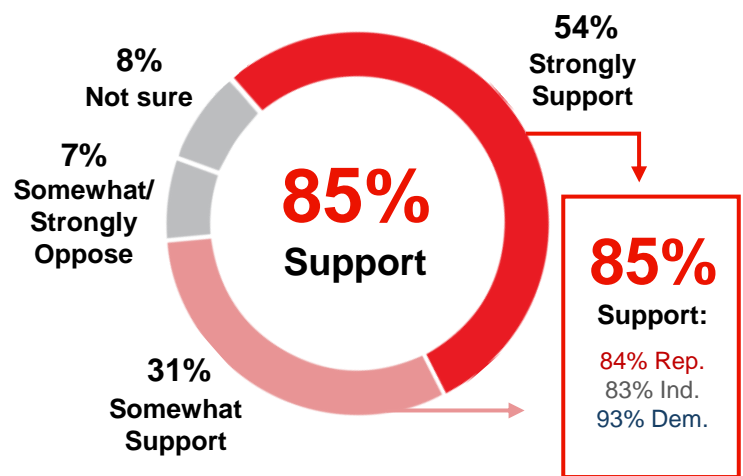
It takes older workers longer to find that next job than it does younger workers. And for some, they are forced into early retirement or accepting a job at a lesser pay than previous jobs. While all communities are impacted, **workplace age discrimination disproportionately effects older BIPOC, low-income, and women workers.**

AARP survey of Oregonians age 40+ in the workforce:

Seen or Experienced Age Discrimination:



Support for Updating Oregon's Law:



We need to fix Oregon's workplace age discrimination law, so all workers are treated fairly.

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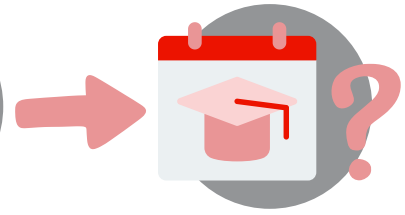
Provides that older workers are given a fair chance in the beginning of the hiring process by prohibiting employers from requiring applicants to disclose age, date of birth or graduation date prior to completing the first interview.

Removes age restriction on apprenticeship training to comply with federal law.



55%

applied for a job in the past 5 years



50%

were asked to provide birth date, graduation date(s) or other age-related information

Uphold Oregon's commitment to equitable justice while balancing the rights of both the employee and employer.



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