



April 29, 2025

To: Chair Taylor, Vice Chair Bonham, Members of the Senate Committee On Labor and Business

From: Russell Lum, Political Organizer, Oregon Nurses Association

Re: **Support of HB 3187 A**

Dear Chair Taylor, Vice Chair Bonham, and members of the committee,

Thank you for receiving this testimony on House Bill 3187 A on behalf of the Oregon Nurses Association (ONA). ONA represents a diverse community of more than 23,000 nurses and healthcare professionals throughout Oregon. Together we use our collective power to advocate for critical issues impacting patients, nurses, and healthcare professionals including a more effective, affordable and accessible healthcare system; better working conditions for all healthcare professionals; and healthier communities.

Oregon's nurses and healthcare workers are every age, from new grads to people who have been at the bedside for 40+ years. This is a workforce diversity that benefits patients and facilities. Fairness for community members of all ages is crucial in the eyes of healthcare workers.

HB 3187 A tackles one aspect of this fairness by prohibiting, at the beginning of the hiring process (before completion of a first interview), the employer behavior of requiring applicants to disclose age, date of birth, or graduation date.

HB 3187 A is a clear step toward making work settings in Oregon more equitable and as well as more promising for high employment and workforce stability. Thank you for opportunity to provide this testimony.

Sincerely,
Russell Lum