

April 29, 2025

Oregon State Legislature
Senate Committee on Labor & Business
Re: HB 3187A

Chair Taylor and members of the committee. My name is Rosalie Pedroza from Turner and I am speaking in support of HB3187A. You haven't asked but (don't be shocked), I am 74 years old I last worked full time in 2023 at age 72 and have been looking for part time work to supplement my fixed income since I retired for the second time. You didn't ask my age because it wasn't important to determine my qualifications to testify here today. This bill asks employers to do the same. Look only to my qualifications and ability to learn the job.

I have worked since middle school picking strawberries. I put myself through college earning a Bachelors degree while working full time and supporting two children as a single parent. In every job I have held, I have always been trained on the job and received excellent performance appraisals. I have been an asset even up to my 72nd year in the job for which I was hired.

This bill would ask the employer to evaluate my skills and not assume because of my age I would not be able to do the job. In other words, it would give me a fair shot at finding much needed work for which I could be an asset for them. This does have a provision to permit "the information to be requested if it is necessary to affirm that an applicant meets bona fide occupational qualifications or to comply with any provision of federal, state or local law, rule or regulation," so in certain instances provisions such as having a specific license required by the job, would still give the employer the ability to ask for that information.

This has minimal fiscal financial impact. It merely helps even the playing field.

Please support this bill.

Thank you for your time.