



Service Employees  
International Union  
Local 503

Mailing Address:  
P.O. Box 1259  
Salem, OR 97309-1259

3470 Pipebend Pl NE  
Salem, OR 97301

525 NE Oregon St.  
Portland, OR 97232

1.844.503.SEIU (7348)

[www.seiu503.org](http://www.seiu503.org)

To: Senate Committee on Labor and Business

From: Mike Powers, SEIU Local 503

RE: Support for HB 3187 A

Date: April 29, 2025

---

Chair Taylor, Vice Chair Bonham, Members of the Committee:

My name is Mike Powers, and I represent SEIU Local 503. We are proud to support HB 3187 A, legislation that will strengthen protections against age discrimination in Oregon workplaces.

Our Union represents more than 70,000 workers in every county in Oregon, including public sector employees and care providers in homes and facilities. Thank you for the opportunity to address you today.

Although Oregon law prohibits age discrimination, recent court decisions have narrowed the definition of what constitutes age discrimination, creating loopholes. Some employers avoid older workers based on age related information required in job applications.

HB 3187 A directly addresses this problem by making it unlawful for employers to require or request disclosure of an applicant's age, date of birth, or graduation date until after the initial interview, unless such information is mandated by law. This "ban the box" approach helps ensure fairer treatment for workers and job seekers, enhances privacy protections, and reduces the risk of bias during hiring decisions. It also ensures Oregon's economy can benefit better from the skills and experience of older workers.

In partnership with organizations and Oregonians across the state, SEIU Local 503 urges your support and a "yes" vote on HB 3187 A. Thank you for your consideration.