

To: Senate Committee on Labor and Business
From: Barbara Casey
RE: Support for HB 3187 A
Date: April 29, 2025

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

My name is Barbara Casey, and I live in Portland, Oregon. I'm writing to voice my support for HB 3187 A, a bill that takes meaningful steps toward reducing age discrimination in the workplace.

I was fortunate to work for the State of Oregon, where my qualifications, work ethic, and dedication mattered more than the year I was born. I was hired by the Oregon Department of Human Services just before my 50th birthday. Over the next 15 years, I was proud to be a valued employee, consistently receiving excellent performance evaluations, and ultimately retiring on my own terms.

Sadly, many people I know have not had the same experience. They've been turned away from jobs they are more than qualified for, passed over for promotions they've earned, or nudged out of roles with little explanation – all because of their age.

This bill is, at its core, about fairness. Older workers offer immense value to Oregon's economy – years of experience, maturity, and a strong work ethic. Yet, outdated stereotypes and subtle biases often hold them back. It's deeply frustrating and unfair.

Making matters worse, recent U.S. Supreme Court decisions have made it much harder for older workers to prove discrimination, leaving them with limited options and little recourse. The financial and emotional toll is real, not just for individuals, but for families and communities as well.

HB 3187 A offers a commonsense approach. By prohibiting employers from asking for an applicant's age, date of birth, or graduation year before the first interview, we take a simple but important step toward a more equitable hiring process. It ensures applicants are judged on their qualifications – not assumptions about their age.

I urge you to vote "yes" on HB 3187 A. It's time we level the playing field for Oregon's older workers and make fairness in employment a reality for everyone.

Thank you for your time and consideration.