

Submitter: Sharron Noone

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure, Appointment or Topic: HB3187

Members of the Committee - As a resident of Oregon, I support HB 3187 A-Eng. to protect older Oregon workers. Oregon's current age discrimination law is failing to protect older workers. 30 years ago as a Civil Rights Investigator, I found the law too vague to be feasible and now with the Supreme Court case further weakening it, it is all but useless.

Older workers are a valuable resource, but they face workplace age discrimination. It takes older workers longer to find that next job. HB 3187 A-Eng. would address this barrier by prohibiting applicants from disclosing their age, date of birth or graduation date until after an initial interview. This is a narrow but necessary fix to Oregon's law and would restore worker's rights to be treated fairly based on their skills and experience – not their age. Thank you for your time