



The League of Women Voters of Oregon, established in 1920, is a grassroots nonpartisan political organization that encourages informed and active participation in government. We envision informed Oregonians participating in a fully accessible, responsive, and transparent government to achieve the common good. LWVOR Legislative Action is based on advocacy positions formed through studies and member consensus. The League never supports or opposes any candidate or political party.

February 19, 2025

To: [Chair Grayber](#), Vice-Chairs [Elmer](#) and [Muñoz](#), and

Members of the [House Committee on Labor and Workplace Standards](#)

Re: [HB 3187](#) – Relating to workplace age discrimination bill – **Support**

HB 3187 would make it an unlawful employment practice for an employer to require or request disclosure of certain information regarding age and attendance or graduation dates. The League of Women Voters of Oregon supports this bill based on our belief that **the federal government shares with other levels of government the responsibility to provide equality of opportunity for education, employment, and housing for all persons in the United States regardless of their ... age.**

It is unfortunate that discrimination based on age is so prevalent, particularly for older women ([National Bureau of Economic Research](#)), while at the same time evoking such mediocre pushback in both the workplace and enforcement of Oregon law. Oregon’s current law prohibits age discrimination, but courts have construed its language so narrowly that all employers have to do is point to another reason for an action unfavorable to its employees and they thereby avoid liability – even if age was a factor in their decision. This loophole is not fair.

On the hiring end, the evidence shows that it takes older workers longer to find jobs than younger workers. Although counterintuitive and against the evidence, hiring managers have been shown to typically rate older workers as having less experience than workers aged 35 to 44. Negative stereotypes persist of older workers being less adaptable to tech or open to innovation. Younger workers were seen as more “application ready.” ([Society for Human Resource Management](#)). Although without evidence to support it, they are also commonly seen as more “impressive in interviews” and a “better fit” for the industry, culture and the “team.” ([Forbes: Employers Value 5 Years of Experience over 25](#))

In the workplace even though older workers have demonstrated and continue to demonstrate value at their job by hard work, competence and experience, there is an all-too-common presumption that it’s time for the older workers to move on and allow someone else to fill a slot. A 2024 study revealed that 90% of U.S. workers over 40 experience ageism in the workplace and nearly half of these workers report earning less than their younger colleagues. ([Resume Now Survey](#))

While facing these challenges, older Oregonians still have to provide financial support to themselves and their families just as much as younger Oregonians. If they can do the job, they should be given an opportunity to do it.

For these reasons, the League urges passage of HB 3187. Thank you for the opportunity to discuss this legislation.

Handwritten signature of Lisa Bentson in black ink.

Lisa Bentson
President LWVOR

Handwritten signature of Patricia Garner in black ink.

Patricia Garner
Age Discrimination Portfolio