



SENATE MAJORITY OFFICE

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*****Updated** to correct bill number and history***

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Oregon Workers Will Have More Protection Against Age Discrimination Under Legislation Passed in Senate Today

Employers have had indirect ways to ask about age, skirting existing law

SALEM, OR – Rejecting a job applicant because of their age is against state and federal law, but up to now, it was legal for employers to ask screening questions that would reveal an applicant's age. House Bill 3187 closes that gap, prohibiting employers from requesting certain information in the early stages of hiring, like birth date or graduation year.

"Adults of all ages have valuable skills and knowledge for Oregon's workplaces, and older workers often bring years of invaluable experience," said **Senator Deb Patterson (D – Salem)**. "They deserve a fair shot to compete for jobs without prejudice, and this legislation will safeguard that opportunity."

The measure passed in the Oregon Senate today prevents employers, prospective employers, or employment agencies from requesting age-identifying information prior to an initial interview or conditional job offer. Some exceptions will remain legal, such as age limits necessary to comply with existing laws or regulations. The anti-discrimination provision in HB 3187 will apply equally to employees and apprentices.

Three Senate Republicans joined Democrats in supporting the bill. It passed in a vote of 20 to 9. House Bill 3187 came to the Senate after passing the Oregon House of Representatives, where the legislation was championed by **Representative Nathan Sosa (D – Greater Hillsboro)**. It now heads to Governor Tina Kotek for her signature.

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Editor's note: An earlier version of this press release contained an error. It referred to the legislation as a Senate bill. The bill originated in the Oregon House of Representatives.