

Aging Committee JOINT FAVORABLE REPORT

Bill No.: SB-85

AN ACT DETERRING AGE DISCRIMINATION IN EMPLOYMENT

Title: APPLICATIONS.

Vote Date: 3/3/2020

Vote Action: Joint Favorable

PH Date: 2/18/2020

File No.:

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SPONSORS OF BILL:

Aging Committee

REASONS FOR BILL:

The bill is intended to prevent the use of initial employment applications to discriminate against potential employers based on age. Age discrimination is illegal; however, employers ask age related questions on applications to identify age of applicant that could limit their chance for employment.

RESPONSE FROM ADMINISTRATION/AGENCY:

None Expressed.

NATURE AND SOURCES OF SUPPORT:

Representative Kim Rose, 118th Assembly District

The Representative expressed support to this bill. She mentioned that seniors experience layoffs far more compared to previous generations and find it difficult to re-enter the workforce.

Representative Mary Mushinsky, 85th Assembly District

The Representative expressed support to this bill. She mentioned that the Program Review and Investigative Committee performed a study of problems older workers experienced after the 2008 Recession. The study concluded that age discrimination existed in the state, and that older workers took more than 27 weeks to find a new job.

Susan Bysiewicz, Lieutenant Governor

The Lieutenant Governor expressed support to this bill. She mentioned that a 2017 study performed by the Bureau of Labor Statistics projects that by 2024, women over 65 will make up roughly the same percentage of female workforce as men over 65 do of the male workforce. The Lieutenant Governor and members of the Council on Women and Girls are committed to work with the aging committee and all stakeholders to advance this bill.

Nora Duncan, State Director, AARP

The State Director expressed support to this bill. She mentioned that age related questions on job applications, such as date of birth and school related dates are being used to illegally identify age during the initial application process.

Marie Allen, Executive Director, South Western CT Agency on Aging

The Executive Director expressed her support to this bill. She mentioned that a non-intrusive way to eliminate discrimination on applications is to remove any reference to age or timelines on job applications.

Jean Mills Aranha, Managing Attorney, Stamford Office of Connecticut Legal Services, Inc.

The Managing Attorney expressed support to this bill. She mentioned that any income their older, low income clients can earn make a difference in their lives and should be able to apply for jobs without discrimination based on age.

Rob Bail, President, Service Employees International Union District 1199 New England

The President expressed support to this bill. He mentioned that employers should be prohibited from asking about age, age related questions, or graduation dates. Unless a specific age is an occupational qualification as required by federal or state law.

Carol J. Williams, Chair, Women & Girls Funds Task Force on Public Policy

The Chair expressed her support to this bill. She mentioned that employers should be prevented from asking age related questions during the initial application process. In a 2018 AARP Survey of people age 45 and older, older women experienced more discrimination during a hiring process than men receiving more rejections, and fewer call backs.

Stephen Wanczyk- Karp, Executive Director, National Association of Social Workers

The Executive Director expressed support to this bill. He mentioned that the bill will have a positive effect on older applicants during an initial screening process by ensuring age related questions are not asked by employers.

Tom Swan, Executive Director, Connecticut Citizen Action Group

The Executive Director expressed support to this bill. He mentioned that the organization is glad to see the bill supported by a broad range of stakeholders and hope it becomes law.

Joseph Sculley, President, Motor Transport Association of Connecticut, Inc.

The President expressed support to this bill. He expressed that due to the language included, specifically Section 12, Sentence B, regarding an exception from inquiring about date of birth or date of graduation on an employment application, the bill is strongly supported.

Nancy Collamer, Greenwich

Nancy expressed support to this bill. She mentioned that older Americans represent an enormous market for products and services manufactured by older workers.

The Committee received 31 addition letters in support of this bill from constituents throughout the State of Connecticut.

NATURE AND SOURCES OF OPPOSITION:

None Expressed.

**Reported by: Shelby Michelle Williams
Clerk: Gaia McDermott**

Date: 03/04/2020