

Connecticut Commission on
Women, Children *and* Seniors



**Testimony of the
Commission on Women, Children and Seniors
Submitted to the
Labor and Public Employees Committee
February 14, 2017**

Re: H.B. 6206, AAC Age Discrimination in Hiring Practices

Senators Gomes and Miner, Representative Porter, ranking members, and distinguished members of the Labor and Public Employees Committee, thank you for the opportunity to provide testimony on the above referenced bill.

According to the U.S. Equal Employment Opportunity Commission, the Age Discrimination in Employment Act of 1967 (ADEA) does not specifically prohibit employers from asking an applicant's age or date of birth on an employment application. As a representative of Connecticut's older adults, we support efforts to combat discriminatory hiring processes that make it more difficult for older workers to obtain employment.

Older workers are in the workforce more than ever before and today's older workers are spending more time on the job than did their peers in previous yearsⁱ, in large part because they need to continue working for their economic well-being. Unfortunately, older workers who lose their jobs can have a hard time finding new employment because of unconscious or even conscious bias from employers that they may be less flexible than younger employees and/or struggle with technology.

Older workers have a lot to offer employers, including but not limited to extensive institutional knowledge, high productivity and great customer service skills.ⁱⁱ CWCS supports the reduction of barriers to employment for older workers and believes that workers should be judged based on their skills and qualifications, not their age.

Thank you for your attention to this important matter.

ⁱ Pew Research Center, More older Americans are working, and working more, than they used to, June 2016

ⁱⁱ Center for Retirement Research at Boston College, Employer Attitudes Towards Older Workers: Survey Results, 2006