



**SEIU**Healthcare®  
United for Quality Care

February 9, 2021  
Rob Baril, President  
District 1199 New England  
Before the Aging Committee

*In Support of SB 56 (RAISED): AN ACT DETERRING AGE DISCRIMINATION IN EMPLOYMENT APPLICATIONS*

Good Afternoon Senator Slap, Representative Phipps, and members of the Aging Committee. My name is Rob Baril and I am the President of the New England Healthcare Employees Union District 1199. Our union represents about 26,000 health care workers in Connecticut, over half of whom are over the age of 40. Connecticut has the sixth oldest workforce in the nation, and healthcare is one of the industries that employ the most workers over the age of 54. At 1199 we know this is largely because the jobs that are expanding the most are low wage and lack retirement security. I am here to urge the Committee to support of **SB 56: An Act Deterring Age Discrimination in Employment Applications** because it helps to ensure that workers across the State are protected and valued in their workplaces.

At 1199, we work with our members and build worker power to fight injustice in the workplace and in their communities. Many of our members are black, brown and white women that are caregivers to the people they care for. They are given one of the most important jobs that a person can have, caring for our loved ones. And they face discrimination every day. Our union believes that freedom from discrimination is a fundamental right. Any legislation that would eliminate discrimination and protect workers of all kinds is wholeheartedly supported by 1199.

This bill would help to prohibit employers from asking about age, date of birth, or school attendance and graduation dates of job applicants, unless a particular age is a bona fide occupational qualification as required by state or federal law. It is time in 2021 to ban discrimination of all kinds, including age discrimination.

Thank you for your time.