



Council 4 supports Senate Bill 56, AN ACT DETERRING AGE DISCRIMINATION IN EMPLOYMENT APPLICATIONS - February 9, 2021

Chairman Slap, Chairman Phipps and Members of the Aging Committee, my name is Brian Anderson. I am a legislative coordinator for Council 4 AFSCME, a union of 30,000 public and private employees. Council 4 supports Senate Bill 56, AN ACT DETERRING AGE DISCRIMINATION IN EMPLOYMENT APPLICATIONS. This bill prevents an employer from being able to ask the age of a job applicant. While there are laws on the books against age discrimination, it is difficult to enforce them. Nora Duncan, head of the CT Chapter of AARP, eloquently testifies to the implicit bias that older job seekers face. Duncan reported on a study that found that Connecticut ranks second among states in implicit job bias as discerned by a large sample of surveyed citizens.

At a time when Corporate America has largely destroyed private employee pensions, it is sadly necessary for more elderly Americans to work. While the ideal solution would be to mandate nationally that all employers must provide workers with pensions, or offer more retirement assistance than they currently do. However, the least that can be done in the short term is to give these older job seekers more protection against ageism.

It is rare that Council 4 AFSCME finds itself in agreement with the CT Business and Industry Association. But we do agree on this bill, though no doubt for vastly different reasons. Nevertheless, it is worth noting and hopefully helps to pass this bill.

We would be happy to provide any additional information. Thank you for your consideration.