



**Susan Bysiewicz**  
LIEUTENANT GOVERNOR  
STATE OF CONNECTICUT

February 9, 2021

Senator Slap, Representative Phipps, Senator Lopes, Representative Hughes, Senator Kelly, Representative Wilson, and the honorable members of the Aging Committee:

As chair of the Governor's Council on Women and Girls, I am writing to express the Council's support of **SB 56 An Act Deterring Age Discrimination in Employment Applications**

Upon taking office in January 2019, one of our administration's first actions was to form the Governor's Council on Women and Girls, comprised of the Governor's cabinet members, representatives from each of the other constitutional offices and representatives from each of the four major legislative caucuses. The mission of the council is to provide a coordinated state response to issues that impact the lives of women, girls, their families, and the State of Connecticut. The council is charged with focusing on four areas of impact, each represented by its own subcommittee of the council: education and STEAM; economic opportunity and workforce equity; leadership; and health and safety. The council, through its subcommittees, works with an over 100 organization Steering Committee of organizations that voluntarily dedicate their time to support council priorities and assist us in our work to make equality and advancement for women and girls a true state-wide effort.

We believe strongly that no one should be denied a job based solely on their age and understand from AARP research that women, in particular, are more likely than men to say that they've faced such kind of age discrimination. This bill that would prohibit employers from asking the age, date of birth or school attendance or graduation dates of job applicants, unless a particular age is a bona fide occupational qualification or required to comply with a provision of state or federal law.

We also understand that more women over the age of 55 are in and seeking to join the workforce. According to a 2017 study, the Bureau of Labor Statistics projects that by 2024, women over 65 will make up roughly the same percentage of the female workforce as men over 65 do of the male workforce. This increase counters earlier research suggesting that women past a certain age are not participating in the workforce.

Additionally, according to an AARP study, following the 2007-2009 Great Recession many women rejoined our sought to rejoin the workforce in order to help their families make up for income lost during the economic downturn. Furthermore, the baby boomer generation is living longer than previous generations and has faced skyrocketing college tuition costs for their children— just two factors necessitating larger financial resources later in life.



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For the reasons stated herein, the members of the Council on Women and Girls and I are committed to working with the Aging Committee and all stakeholders to further advance this bill. We are looking forward to partnering with you in these efforts.

Thank you,

A handwritten signature in blue ink that reads "Susan Bysiewicz".

Susan Bysiewicz  
Lieutenant Governor  
State of Connecticut