

Submitter: Elaine Lavington

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure, Appointment or Topic: HB3187

I oppose HB 3187. It undermines Fair and Predictable Workforce Practices The bill introduces neutral employment considerations as “proxies” for age, including but not limited to:

salary, length of employment service, or retirement or pension eligibility or status.

This overly broad language increases the likelihood that rational, business-driven decisions will be challenged as discriminatory.