

SCR

19

Date Referred: April 24, 1991

FURTHER REFERRALS:

Judici

Date of Committee Action: 2/3/92

The STATE AFFAIRS Committee considered:

CSSCR 19(ST.

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (STATE AFFAIRS)

AGE-RELATED DISCRIMINATION IN ALASKA

Relating to enforcement of state laws prohibiting age discrimination in employment.

RECOMMENDATIONS:

be replaced with \_\_\_\_\_ [ ] the same title

[ ] have attached amendments(s) [ ] a new title

[ ] do pass

[ ] do not pass

[ ] no recommendations

[ ] individual recommendations

[ ] additional referral to the \_\_\_\_\_ Committee

ADOPTS: \_\_\_\_\_ letter of Intent

ATTACHES NEW FISCAL NOTE(S): (Dept)

APPROVES PREVIOUS: (Dept/Date)

[ ] fiscal impact \_\_\_\_\_

[ ] fiscal note(s) \_\_\_\_\_

[x] zero fiscal note LAA

[x] zero fiscal note(s) Senate State Affairs

SIGNING <u>DO</u> PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
<i>Eugene G. Kukhara</i>					
<i>Thomson</i>	<input checked="" type="checkbox"/>				
<i>Vano</i>					
<i>Jerry Baker</i>	<input checked="" type="checkbox"/>				
<i>W. J. ...</i>	<input checked="" type="checkbox"/>				

Morgan  
Joquette  
Baker  
Greenberg

*Eugene G. Kukhara*  
CHAIRMAN'S SIGNATURE

**FISCAL NOTE**

**STATE OF ALASKA**  
**1992 LEGISLATIVE SESSION**

**BILL NO: CSSCR 19(STA)**

Revision Date: \_\_\_\_\_  
 Title: Relating to enforcement of state laws  
prohibiting age discrimination in employment.  
 Sponsor: Senator Kerttula  
 Requestor: House State Affairs

Department Affected: Legislative Affairs Agency  
 BRU: All  
 Component: \_\_\_\_\_

COMPONENT SERIAL NO:

**Expenditures/Revenues: (Thousands of Dollars)**

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
<b>TOTAL OPERATING</b>	0	0	0	0	0	0
<b>CAPITAL</b>	0	0	0	0	0	0
<b>REVENUE FUND SOURCE</b>	0	0	0	0	0	0

**FUNDING: (Thousands of Dollars)**

GENERAL FUND						
FEDERAL FUNDS						
OTHER FUND SOURCE						
<b>TOTAL</b>	0	0	0	0	0	0

**POSITIONS:**

FULL-TIME	0	0	0	0	0	0
PART-TIME	0	0	0	0	0	0
TEMPORARY	0	0	0	0	0	0

Estimate of current year impact: \_\_\_\_\_

**ANALYSIS: (Attach a separate page if necessary)**

Zero fiscal impact.

Prepared By: Pamela A. Stoops, Director  
 Division: Administrative Services

*Pamela Stoops*

Phone: 465-3850  
 Date: 1/28/92

Approved By: Warren W. Endicott, Executive Director  
 Agency: Legislative Affairs Agency

*Warren Endicott*

Date: 1/28/92

Distribution (by preparer): Leg. Fin \_\_\_\_\_ impacted Agency(ies).

STATE OF ALASKA  
1991 LEGISLATIVE SESSION

Revision Date: \_\_\_\_\_ Department Affected: LEGISLATURE  
 Title: enforcement of state laws prohibiting age discrimination in employment BRU: \_\_\_\_\_  
 Sponsor: Kerttula Component: \_\_\_\_\_  
 Requestor: Senate State Affairs COMPONENT SERIAL NO. 

--	--	--	--

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 92	FY 93	FY 94	FY 95	FY 96	FY 97
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS. CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0					

CAPITAL	0					
---------	---	--	--	--	--	--

REVENUE	0					
---------	---	--	--	--	--	--

FUNDING: (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER						
TOTAL	0					

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year impact: none

ANALYSIS: (Attach a separate page if necessary.)	Changes in <u>CS SCR-19 (STA)</u> have no fiscal impact. This fiscal note is appropriate. <u>MAR 7</u> <u>4/3/91</u> date <u>                    </u> Comre Aide (initial)
--	--

Prepared By: Senate State Affairs Phone: x4522  
 Division: Alaska State Legislature Date: 4/3/91

Approved by Senator Paul Rodey, Chairman, Sen. State Affairs  
 Agency: Alaska State Senate Date: 4/3/91

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB, & Impacted Agency(ies).

**SPONSOR STATEMENT  
SJR 24 & SCR 19**

**SENATOR JAY KERTTULA**

SJR 24 and SCR 19, respectively, request vigilant enforcement of the federal and state age discrimination statutes.

Although Alaska has always been a "young" state, our older population has more than doubled in the past decade and is one of the fastest growing age groups in the state. Additionally, Alaska has one of the most rapidly growing senior populations in the nation.

This "graying" of the population means our workforce is also getting older. But, participation in the workforce by older Alaskans does not seem to be keeping pace with the changing demographics.

\*In 1970, 28 percent of the older population were active in the labor force

\*By 1980, this figure had declined to 20 percent

\*Current estimates show that only 15 to 18 percent of older workers are in the labor force

\*Well-paid positions in state government are predominantly occupied by Alaskans under 50. (See attached.)

Age-related stereotyping and age discrimination, a poor economy, and a widespread lack of understanding about the employment needs and capabilities of older persons are a few of the reasons for this. The age group of 55 to 62 year olds can be especially vulnerable in terms of experiencing age discrimination in employment and yet are too young to be eligible for Social Security, Medicaid, Longevity Bonus and other age limited benefits that help other seniors who are unemployed.

I urge passage of SJR 24 and SCR 19.

# STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION

OLDER ALASKANS COMMISSION

WALTER J. HICKEL, GOVERNOR

2000  
 JUNEAU ALASKA 99801-6209  
 PHONE (907) 465-3220

To: Paula Scavera  
 Legislative Research

1/29/91

From: Ann Turner Olson  
 Older Alaskans Commission

Paula, here is some information on Alaska's older workers. If you need more or in another area please give me a call.

Though Alaska has always been a "young" state, our older population has more than doubled in the past decade and is one of the fastest growing age groups in the state. Additionally, Alaska has one of the most rapidly growing senior populations in the nation.

This "graying" of the population means our workforce is also getting older. But, participation in the workforce by older Alaskans does not seem to be keeping pace with the changing demographics.

- \* In 1970 28% of the older population were active in the labor force
- \* By 1980 this had declined to 20%
- \* Current estimates show that only 15-18% of older workers are in the labor force

Age related stereotyping and age discrimination, a poor economy, and a widespread lack of understanding about the employment needs and capabilities of older persons are a few of the reasons for this. Retirement incentive programs in both the private and public sector have resulted in many persons leaving the workforce prematurely.

The Older Alaskans Commission recently co-sponsored three state-wide public meetings to hear the experiences and concerns of older workers and job seekers. Over and over these older workers described experiences with employers that indicated ageism or age related stereotyping and discrimination.

"A Profile of Older Alaskans", Alaska Economic Trends,  
 1988

One individual reported being asked directly in a job interview whether he "thought he'd have any problem taking direction from someone younger than himself". Others present at the meeting said they had been asked similar questions in interviews or told they were "overqualified".

Nearly every person attending the meetings felt frustrated in their efforts to find meaningful work. Many felt they were given only perfunctory consideration in a job interview -- that as soon as their age was known the interview was over.

The age group of 55 to 62 year olds can be especially vulnerable and in need of employment assistance services. They are vulnerable in terms of experiencing age discrimination in employment yet are too young to be eligible for Social Security, Medicaid, Longevity Bonus and other age limited benefits that help other seniors who are unemployed.

#### WHO ARE ALASKA'S OLDER WORKERS ?

- \* Currently over 48,000 Alaskans are over age 55 ... there is a growing trend for middle aged and older Alaskans to remain in the state
- \* Older workers are more inclined to be "discouraged workers" not registered with Job Service or actively seeking employment (less than 3,000 of the over 48,000 persons 55 or older were registered with the Job Service statewide in June 1986)
- \* Older persons themselves often believe the "myths of aging" and think employers are not interested in hiring them
- \* Older workers are often older women --- "displaced homemakers", over age 50, and living at or below poverty level ... once they lose economic self sufficiency, older persons tend to slip faster and stay longer in poverty
- \* Older workers often call themselves "retired" (to save face) even though they want or need to work
- \* Older workers may be between age 40 and 55 -- not yet targeted for services but already experiencing age discrimination in employment.
- \* Half of this group have incomes below \$10,000 a year and want and need to work.

## WHAT ARE THE MYTHS AND REALITIES ABOUT OLDER WORKERS ?

MYTH	REALITY
* Attendance is poor	* Older workers attendance is as high or better than younger workers
* Productivity declines	* No consistent pattern exists to show superior productivity in any age group
* Learning capacity is obsolete	* Little evidence to suggest any significant change in learning ability
* Intellectual functioning decreases	* Intelligence remains constant for most persons until at least age 70
* Not worth the investment to train	* Employees age 20 to 30 are less likely to stay with a company as long as those age 50 to 60
* Motivation decreases	* Older workers display greater job satisfaction, less stress on the job
* Accidents on the job increase	* Older workers have fewer accidents in situations that require judgement based on experience

## WHAT ARE THE CURRENT PROGRAMS FOR OLDER WORKERS ?

The Title V Senior Employment and Training Program is administered by the Older Alaskans Commission (OAC) and funded by the U.S. Department of Labor, Employment and Training Administration. Title V provides training and part-time employment opportunities for low income persons age 55 years and older.

The OAC funds approximately 200 Title V positions through grants to non-profit agencies in 45 communities in the state. Title V positions provide a variety of community services and give work experience and on job training to Title V workers.



# House State Affairs Committee

## Representative Gene Kubina, Chair

DATE: February 3, 1992

PLACE: Capitol Room 102

**SUBJECT OF MEETING:**

- \*HB 428 - Relating to Residency for Permanent Fund Dividends
- HB 322 - Relating to Whistleblower Protection
- \*SCR 19 - Relating to Age-Related Discrimination in Alaska
- HCR 16 - Relating to Bone Marrow Donor Week

NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?		WHAT SUBJECT/ WHICH BILL?
Tom Williams	Revenue	PFD Division P.O. Box 110760 Juneau	99811		465-2323	(Y)	N	HB 428
Paula Terrel	Sen Kerffula				465-1200	(Y)	N	SCR 19 SCR 24
Milva McHullen	Rep. of Admin	Box 110201 Juneau, AK 99801-0201	99811		465-4430	(Y)	N	Fiscal Note HB 322
Margaret Pugh	Rep. Ulmer	Room 421		49	4947	(Y)	N	HB 322
Ron Clarke	Rep. Koponen	C.P. 503			4992	(Y)	N	HJR 51
						Y	N	
						Y	N	
						Y	N	
						Y	N	
						Y	N	
						Y	N	



# House State Affairs Committee

## Representative Gene Kubina, Chair

SUBJECT OF MEETING:

DATE:

PLACE:

NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?		WHAT SUBJECT/ WHICH BILL?
<i>Penelope Foubie</i> <small>Penelope Foubie</small>	<i>Obolov</i>	<i>T. Boy W. Fourn</i>			<i>4970</i>	<input checked="" type="radio"/>	<input type="radio"/>	<i>HB 322</i>
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	

*C.*



# House State Affairs Committee

## Representative Gene Kubina, Chair

DATE: February 3, 1992

PLACE: Capitol Room 102

**SUBJECT OF MEETING:**

- \*SJR 24 - Relating to Federal Enforcement of A.D.E.A.
- HJR 51 - Relating to Halt Testing of Nuclear Weapons
- HB 327 - Relating to Primary Elections

NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?		WHAT SUBJECT/WHICH BILL?
Cecil Sipe	CA			5	532027	Y	N	SCR 19/SJR 24
						Y	N	
						Y	N	
						Y	N	
						Y	N	
						Y	N	
						Y	N	
						Y	N	
						Y	N	
						Y	N	

1.