

Resolution to Retain Experienced Employees

Whereas many renegotiated labor contracts reduce defined benefit plans (pensions) for new hires or replace defined benefit plans for new hires with defined contribution plans (e.g., 401K's); and

Whereas this discrepancy provides incentive to replace existing employees with workers hired under these new contracts; and

Whereas age discrimination in layoffs and other terminations has been made increasingly difficult to prove because of more stringent legal thresholds and absence of union protections; and

Whereas the knowledge and skills of experienced employees are valuable resources that should be maintained;

Therefore, be it resolved that Congress shall enact laws rewarding and encouraging companies, businesses and institutions to retain their employees until they reach retirement age, particularly those within ten years of reaching retirement age; and

Be it further resolved that Congress shall fund the EEOC sufficiently to investigate and enforce these laws.

Adopted _____ by _____
Submitted by Carol Lynn Harp, (360) 886-1032, calliopy@juno.com