

- SUBJECT:** Prohibiting age discrimination against certain workers in job training
- COMMITTEE:** International Relations and Economic Development — favorable, without amendment
- VOTE:** 8 ayes — Anchia, Frullo, Blanco, Cain, Larson, Metcalf, Perez, Romero
- 0 nays
- 1 absent — Raney
- WITNESSES:** For — Libby Sartain, AARP; (*Registered, but did not testify:* Rene Lara, Texas AFL-CIO; Mike Meroney, Texas Association of Manufacturers)
- Against — None
- On — Betty Stanton, Texas Workforce Commission
- BACKGROUND:** Labor Code sec. 21.054 prohibits employers from discriminating against employees between the ages of 40 and 56 on the basis of their age, among other categories, when selecting employees for participation in an apprenticeship, on-the-job training, or other training or retraining program.
- Some suggest the upper age limit is outdated because of the increasing importance of older workers in the workforce and the need for them to be trained to keep pace with technological and organizational change.
- DIGEST:** HB 1074 would prohibit age discrimination against persons aged 40 years or older as it relates to on-the-job training programs, retraining, apprenticeships, or other training. It would repeal the section of the Labor Code limiting this provision to individuals between the ages of 40 and 56.
- The bill would take effect September 1, 2019.