

Legislative History for Connecticut Act

PA 14-59

HB5375

House	2822-2830	9
Senate	2921-2923	4
<u>Program Review</u>	<u>52-60, 256-267</u>	<u>21</u>

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**CONNECTICUT
GENERAL ASSEMBLY
HOUSE**

**PROCEEDINGS
2014**

**VOL.57
PART 9
2693 - 3043**

Have all members voted? Have all members voted?
Will the members please check the board to determine
if your vote is properly cast?

If all members have voted, the machine will be
locked and the Clerk will take a tally.

Will the Clerk please announce the tally?

THE CLERK:

Senate Bill 36 as amended by Senate "A."

Total number voting	145
Necessary for passage	73
Those voting Yea	110
Those voting Nay	35
Those absent and not voting	6

DEPUTY SPEAKER MILLER:

The bill passes in concurrence with the Senate.

Will the Clerk please call Calendar Number 137.

THE CLERK:

On page 40, House Calendar 137, favorable report
of the joint standing committee on Education,
substitute House Bill 5375, AN ACT IMPLEMENTING THE
RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND
INVESTIGATIONS COMMITTEE ON THE REEMPLOYMENT OF OLDER
WORKERS CONCERNING THE TECHNICAL HIGH SCHOOL SYSTEM.

DEPUTY SPEAKER MILLER:

Representative Mushinsky.

REP. MUSHINSKY (85th):

Thank you, Mr. Speaker.

I move acceptance of the joint committee's favorable report and passage of the bill.

DEPUTY SPEAKER MILLER:

The question is acceptance of the joint committee's favorable report and passage of the bill.

Representative Mushinsky, you have the floor, Madam.

REP. MUSHINSKY (85th):

Thank you, Madam Speaker.

The Clerk has an amendment, LCO 4354. Would the Clerk please call and may I be allowed to summarize?

DEPUTY SPEAKER MILLER:

Will the Clerk please call LCO 4354, which will be designated House Amendment Schedule "A."

THE CLERK:

House Amendment "A," LCO 4354 is introduced by Representative Mushinsky and Representative Carpino.

REP. CARPINO (32nd):

Carpino.

THE CLERK:

Carpino.

DEPUTY SPEAKER MILLER:

The Representative seeks leave of the Chamber to summarize the amendment. Is there objection to summarization? Is there objection? Hearing none, Representative Mushinsky, you may proceed with summarization, Madam.

REP. MUSHINSKY (85th):

Thank you, Madam Speaker.

This amendment clarifies the student populations and the data we are seeking to collect. We clarified this language on behalf of the State Department of Education and the Technical High School System to remove their cost concerns. I move adoption of the amendment.

DEPUTY SPEAKER MILLER:

The question before the Chamber is adoption of House Amendment Schedule "A." Will you remark on the amendment?

Representative Mushinsky.

REP. MUSHINSKY (85th):

I move adoption.

DEPUTY SPEAKER MILLER:

Representative Carpino.

REP. CARPINO (32nd):

Thank you, Madam Speaker.

A number of questions to the proponent, please?

DEPUTY SPEAKER MILLER:

Representative Mushinsky, please prepare yourself to respond, Madam.

Representative Carpino.

REP. CARPINO (32nd):

Thank you, Madam Speaker.

If the proponent could just please briefly explain the purpose of this amendment, through you?

DEPUTY SPEAKER MILLER:

Representative Mushinsky.

REP. MUSHINSKY (85th):

Through you, Madam Speaker.

The underlying bill did not have a fiscal note. However, the State Department of Education and the Technical High School System raised concerns about how costly it might be for them to assist us with gathering this data on unemployment status and so we wrote this clarifying amendment to ease their concerns.

We are seeking information that they are already collecting on traditional aged students. We are also seeking the same information from adult students of

the vocational programs and this information such as course enrollment and completion, employment status and retention, wages before and after graduation. The surveys go out now to some of the students but we also wish to pick up the information from the adult students who are in the technical vocational program. Through you, Madam Speaker.

DEPUTY SPEAKER MILLER:

Representative Carpino.

REP. CARPINO (32nd):

Thank you. I urge adoption of this amendment. This is was a bipartisan attempt to accomplish the same goals while removing any perceived financial implications going forward. So I urge adoption.

DEPUTY SPEAKER MILLER:

Will you remark further on the amendment before us? Will you remark further on the amendment before us?

If not, let me try your minds. All those in favor, please signify by saying aye.

REPRESENTATIVES:

Aye.

DEPUTY SPEAKER MILLER:

All opposed.

The ayes have it.

The amendment is adopted.

Will you remark further on the bill as amended?

Will you remark further on the bill as amended?

REP. MUSHINSKY (85th):

Madam Speaker?

DEPUTY SPEAKER MILLER:

I'm sorry, madam. Yes, Representative Mushinsky.

REP. MUSHINSKY (85th):

Thank you, Madam Speaker.

This is another bill from the program review and investigations committee's study of reemployment of older workers and in general we tried to pursue a review of the technical high school programs for adult learners. We had difficulty getting data to measure the performance of the vocational programs for this age group, particularly in regards to the goal of attaining employment.

So we will be collecting information on both groups of students and annually reporting it to the Legislature. Obviously our goal here is to reemploy folks who have had their career eroded out from under them through technological change or global competition and we seek to reemploy them in

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Connecticut in a new field. I urge your support for this bipartisan bill. Thank you, Madam Speaker.

DEPUTY SPEAKER MILLER:

Thank you, madam.

Representative Carpino.

REP. CARPINO (32nd):

Thank you, Madam Speaker

Privacy concerns are something quite important in this day and age. So a question through you to the proponent of the bill?

DEPUTY SPEAKER MILLER:

Representative Mushinsky, please prepare yourself to respond, madam.

REP. CARPINO (32nd):

Can you confirm that this information will be non-identifiable data, through you, Madam Speaker?

REP. MUSHINSKY (85th):

Through you, Madam Speaker.

Yes, this is aggregate data. We're interested in the outcome of the group as a population whole. We are not interested in individual students. Through you, Madam Speaker.

DEPUTY SPEAKER MILLER:

Representative Carpino.

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REP. CARPINO (32nd):

Thank you, and I thank the good chairwoman for her confirmation of that. It is very important to make sure that we are not inadvertently capturing information that would be personal in any way, shape or form. This is yet another tool to help our reemployment of older workers. It was a bipartisan effort and I do want to point out that there was no opposition and I urge support for the bill.

DEPUTY SPEAKER MILLER:

Will you remark further on the bill on the bill as amended? Will you remark further on the bill as amended?

If not, will staff and guests please come to the well of the House? Would the members please take your seats? The machine will be open.

THE CLERK:

The House of Representatives is voting by roll.

The House of Representatives is voting by roll. Will all members please return to the chamber immediately?

DEPUTY SPEAKER MILLER:

Have all members voted? Have all members voted? Will the members please check the board to determine if your vote is properly cast?

If all members have voted, the machine will be locked and the Clerk will take a tally.

Will the Clerk please announce the tally?

THE CLERK:

House Bill 5375 as amended by House "A."

Total number voting 143

Necessary for passage 72

Those voting Yea 143

Those voting Nay 0

Those absent and not voting 8

DEPUTY SPEAKER MILLER:

The bill as amended is passed.

Will the Clerk please call Calendar Number 156?

THE CLERK

On page 41, House Calendar 156, favorable report of the joint standing committee on Appropriations, substitute House Bill 5361, AN ACT CONCERNING A PLAN FOR PARTICIPATION IN A STATE AUTHORIZATION RECIPROCITY AGREEMENT REGARDING DISTANCE LEARNING PROGRAMS.

DEPUTY SPEAKER MILLER:

Representative Willis.

REP. WILLIS (64th):

Madam Speaker, thank you.

I move acceptance of the joint committee's

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THE CHAIR:

The Senate will stand at ease.

(Chamber at ease.)

The Senate will come back to order. Senator Looney.

SENATOR LOONEY:

Thank you, Mr. President.

Mr. President, we have a number of additional items to add to the Consent Calendar.

THE CHAIR:

All right. Let's go.

SENATOR LOONEY:

First, Mr. President, Calendar page 4, Calendar --

THE CHAIR:

Hold on. Let's make sure we're in order, here. Get all our bills on Consent. Please proceed, sir.

SENATOR LOONEY:

Yes, thank you, Mr. President. The first item is Calendar page 4, Calendar 273, Senate Bill 480, 4-8-0.

Next, moving to Calendar page 14, Calendar 435, House Bill 5044.

On Calendar page 16, Calendar 450, House Bill 5371.

Also on Calendar page 16, Calendar 451, House Bill 5373.

On Calendar page 18, Calendar 464, House Bill 5293.

On Calendar page 19, Calendar 471, House Bill 5374.

On Calendar page 20, Calendar 472, House Bill 5380.

Also Calendar page 20, Calendar 488, House Bill 5222.

Moving to Calendar page 23, Calendar 504, House Bill 5309.

Also Calendar page 23, Calendar 505, House Bill 5484.

And on Calendar page 23, Calendar 506, House Bill 5487.

Moving to Calendar page 26, Mr. President, Calendar 519, House Bill 5375.

Also Calendar page 26, Calendar 520, House Bill 5471.

On Calendar page 30, Calendar 542, House Bill 5378.

Calendar page 33, Calendar 558, House Bill 5459.

And also we earlier today had placed Calendar page 37, Calendar 120, Senate Bill 237.

And one additional item, Mr. President, Calendar page 45, Calendar 158, Senate Bill 209.

So this would be our proposed Consent items at this time, Mr. President.

THE CHAIR:

Seeing no objection, so ordered, sir.

SENATOR LOONEY:

Thank you, and if the Clerk would then read the items on the Consent Calendar for verification so we might proceed to a vote.

THE CHAIR:

Mr. Clerk.

THE CLERK:

On Page 4, Calendar 273, Senate Bill 480.

Page 14, Calendar 435, House Bill 5044.

On Page 16, Calendar 450, House Bill 5371.

Also Calendar 451, House Bill 5373.

On Page 18, Calendar 464, House Bill 5293.

On Page 19, Calendar 471, House Bill 5374.

On Page 20, Calendar 472, House Bill 5380.

Calendar 488, 5222.

On Page 23, Calendar 504, House Bill 5309.

And Calendar 505, House Bill 5484.

Also Calendar 506, House Bill 5487.

And on page 26, Calendar 519, House Bill 5375.

Calendar 520, House Bill 5471.

Page 30, Calendar 542, House Bill 5378.

Page 33, Calendar 558, House Bill 5459.

On Page 37, Calendar 120, Senate Bill 237.

And on page 45, Calendar 158, Senate Bill 209.

THE CHAIR:

Thank you. Mr. Clerk. Please announce the pendency of a roll call vote and the machine will be opened.

THE CLERK:

An immediate roll call has been ordered in the Senate.
roll call on today's Consent Calendar has been ordered
in the Senate.

THE CHAIR:

Have all members voted? If all members have voted, please check the board to make sure your vote is accurately recorded.

If all members have voted, the machine will be closed and the Clerk will announce the tally.

THE CLERK:

On today's Consent Calendar.

Total Number Voting	35
Necessary for adoption	18
Those voting Yea	35
Those voting Nay	0
Those absent and not voting	1

THE CHAIR:

Consent Calendar Number 1 passes.

Senator Looney.

SENATOR LOONEY:

Thank you, Mr. President.

Mr. President, would move for immediate transmittal to the House of Representatives of Senate bills acted upon today.

THE CHAIR:

Without objection, so ordered.

SENATOR LOONEY:

Thank you, Mr. President.

Mr. President, would yield the floor to members for any announcements or points of personal privilege before adjourning and announcing tomorrow's Session.

THE CHAIR:

Any announcements or points of personal privilege? Announcements or points of personal privilege? Seeing none, Senator Looney.

SENATOR LOONEY:

**JOINT
STANDING
COMMITTEE
HEARINGS**

**PROGRAM
REVIEW AND
INVESTIGATIONS
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HUE R. GALLOWAY: Okay.

REP. MUSHINSKY: Recognize that AARP tie from a great distance.

HUE R. GALLOWAY: They make it; I'm noticeable.

REP. MUSHINSKY: Yeah.

HUE R. GALLOWAY: My name is Hue Galloway. I'm a resident of New Britain, and I'm here to support the reemployment of older workers; okay?

HB 5375
HB 5376
HB 5377
HB 5382

I would first like to thank the committee for taking on the challenges faced by older job-seekers in Connecticut. The financial and emotional toll that unemployment takes on a person is incredibly difficult; okay? While I am not an expert on legislative policy or labor laws, I do have a short, personal story that I would like to share with you today.

I have worked as a field technician, installing, repairing, and servicing data communications equipment, printers, and computers, for over 30 years. I was employed with Ticketmaster for 12 years; 9 of those years, I was the only tech servicing their equipment in Connecticut. My responsibilities were to install, maintain, and repair the communications equipment in the Connecticut office and to install, repair, and service Ticketmaster's equipment throughout Connecticut at their venues and outlets.

I always got good evaluations from Ticketmaster; therefore I'm sure that the layoff was due to the economic crisis. I also know that the remedy for laying me off was

having the Boston technicians take care of Northern Connecticut, and the New York City technicians taking care of Southern Connecticut.

During, for three years I was submitting anywhere from two-to-six resumes, on-line, per week. I also filled out applications and left resumes where, to whatever job fair I went to. During that three years, I may have gotten a dozen responses; I actually only got four or five interviews.

I ended up wiping out my savings and had to dip into my 401(k), just to maintain my bills. I had to file bankruptcy, mid-2010, which went through early 2011. After trying to short-sell my house unsuccessfully, I requested a deed in lieu of foreclosure in November of 2012. And I applied for early Social Security in May of 2012. As you can see, the financial ramification of layoff as an older worker were extreme, and taking early Social Security negatively impact my monthly income for the rest of my life.

We are the seventh oldest state in the country, one of the most expensive states in the country to live, and one of the slowest to recover from the recession. I hope my story, which I am sure is similar to that of many people in Connecticut, illustrates how important it is for the General Assembly to pass bills and work collaboratively with educators, and the Department of Labor, to increase opportunities for the older job-seeker.

I wish to thank you for your time and consideration.

REP. MUSHINSKY: Thank you for telling your story;

it's a, it's a very powerful story. And I have -- I know you're from New Britain -- but I have constituents that were telling me the same story, when I was going house to house; you know, very similar to your story. And that's the reason for why we're doing the study, because there are a lot of folks like you who were very good work ethic, really trying hard to get reemployed. Technology has changed; you suddenly don't know your position, and but -- but the work ethic is strong and -- and folks like you are able to, we believe, be retrained into something new. So that's the whole point here of this project.

And the other, the other thing is we have an anti-discrimination bill in our package. Did you run into that, where they said if you were currently unemployed, they didn't want you?

HUE R. GALLOWAY: Nobody actually told me that, no. Nobody said --

REP. MUSHINSKY: Well, they wouldn't tell --

HUE R. GALLOWAY: -- that point.

REP. MUSHINSKY: Maybe they wouldn't tell you to your face, but it's --

HUE R. GALLOWAY: Right; but --

REP. MUSHINSKY: But we have --

HUE R. GALLOWAY: -- I -- I --

REP. MUSHINSKY: We did discover that.

HUE R. GALLOWAY: -- still wish (inaudible).

REP. MUSHINSKY: Yeah.

HUE R. GALLOWAY: Yeah.

REP. MUSHINSKY: Well, thank you for coming in. And you're on Social Security now, so maybe you're, maybe you've stopped looking, but --

HUE R. GALLOWAY: Yeah. Well, I don't know; if I thought I could get something, I'd probably go --

REP. MUSHINSKY: You'd --

HUE R. GALLOWAY: -- back.

REP. MUSHINSKY: You'd go back in the workforce?

HUE R. GALLOWAY: And yes --

REP. MUSHINSKY: Okay.

HUE R. GALLOWAY: -- I would.

REP. MUSHINSKY: That's good.

Do we have any questions?

Senator Kissel.

SENATOR KISSEL: I just want to thank you, too, for taking the time to come here from New Britain, sharing your story. I mean, I think for a lot of us, it's like there but for the grace of God. I mean, I don't know what the future holds for myself or the people that I love and care about, but it's a pretty brutal economy.

REP. MUSHINSKY: Yup.

SENATOR KISSEL: And corporate America used to have sort of a social contract with their employees,

and I sort of see that evaporating, unfortunately. I don't know if it's just the pressures of Wall Street, if there's a different mindset in the upper echelon of executives in our country, but certainly companies think nothing of either just laying you off or saying that now you have to work part-time. And you've lost most of your benefits and now two people are doing part-time, where one person used to be full time and have benefits. And so we on our end have to do what we can to try to sure up that safety net.

I will say this, that we learned at a public or an informational hearing, not that long ago, that there are some really great resources available in the greater-Hartford area. So I would encourage you to maybe before you leave today talk to some of the folks on our staff, because I -- I would encourage you if you're still interesting -- and you seem game to get back into the workforce -- there's some things right in the greater-Hartford area that you might be able to leverage and -- and find a job. And so there -- it wasn't all bleak.

REP. MUSHINSKY: Yeah.

SENATOR KISSEL: There, where there were some exciting resources out there.

REP. MUSHINSKY: We did, just to elaborate, our research, we have an ace team of researchers; they're really excellent. And they -- they actually scrutinized all the different worker training programs, and they ranked them by their success rates. Some of them have 74 percent or -- or better success rate at placing people, which is very high.

So as the Senator says, if you are interested,

you could give your contact information to Bonnine, and she can send out the names of these programs and how to get in touch with them.

HUE R. GALLOWAY: Thank you.

REP. MUSHINSKY: Okay. Thank you for coming.

HUE R. GALLOWAY: All right.

REP. MUSHINSKY: Laura Green -- is Laura Green here -- to be followed by Karen Zaorski.

HB 5375 LAURA GREEN: Good afternoon.

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HB 5382
I'm Laura Green. I'm the Volunteer State President for AARP, here in Connecticut, and I am here in support of the older-worker reemployment bills that are being proposed.

I want to thank the committee for taking this on as a priority, and I want to really thank the staff as well for all the work that they've done. I know they spent many hours interviewing some of AARP's volunteers.

As you know, AARP is a nonpartisan, social-mission organization. Nationally, we have around 37 million members. Here in Connecticut, we have 603 million; one-third -- 603,000 -- I'm sorry; I get excited, I -- must be the Italian in me -- one-third of those members are currently employed, so the issues of employment, certainly the issues of financial security, are very, very important to our membership.

I'm here today because whether it's about staying in the workforce or finding work, when you're suddenly faced with unemployment, those

are issues that, as I said before, are really critical to our members and their families here in Connecticut. Older job-seekers -- as your staff found out in the, and mentioned in their report -- face many challenges and somewhat unique challenges, which can contribute to longer periods of unemployment than their younger counterparts.

In January, 44 percent of older job-seekers were classified as long-term unemployed, which means that they have been out of work for -- looking for a job -- for 27 weeks or more. That's only a small part of this story. Nationally, job-seekers 55 and up spent an average of 44 weeks looking for a job, compared to 31 weeks for younger job-seekers. These numbers certainly reflect what we're seeing here in Connecticut, as Hue mentioned, the seventh oldest state in the nation.

My own, personal experiences in job-seeking certainly opened my eyes. I retired as the CEO of a not-for-profit organization after 17 years; I was 64. I knew I still had more to contribute professionally, and, quite frankly, I needed some income in order to make ends meet. I thought that the skills that I developed in people, organizational, and financial management were great assets, and I remember the countless number of resumes I submitted and the endless networking I did. But the thing I remember most was the discouragement. The few interviews I was able to secure were short and perfunctory, at best. I expanded my search into the for-profit sector, but there was no joy there either.

I spent two years, basically questioning myself. Did my resume need to be reworked for the 40th time? What skills was I missing in

order to secure an interview? Were my skills at being interviewed too rusty? I looked for help through the Department of Labor and professional placement agencies, but it was clear to me that their resources were geared more toward the younger population starting out in their career, rather than someone experienced, looking for work. I never did figure out what I was doing wrong, but I will tell you I do have a part-time job. Yes, that was a -- a blessing.

I believe that the -- based on my experience and also based on what we see at AARP -- that the proposed legislation creating easier access to retraining programs and assistance in building job-seeking skills that are specifically geared to seasoned, experienced workers would have not only helped me to answer my questions but to actually secure a job and that this legislation will help countless others.

Thank you for your time and consideration. These bills bring important resources to the older job-seeker and will create much-needed opportunities. Thank you.

REP. MUSHINSKY: Thank you. And thank you for AARP's support, which we greatly appreciate, because it's long road for the bills, short amount of time to do it. So --

LAURA GREEN: Yes.

REP. MUSHINSKY: -- appreciate your help.

Was there --

LAURA GREEN: We're delighted.

REP. MUSHINSKY: Senator Kissel.

LAURA GREEN: It's important.

SENATOR KISSEL: Yeah. I just want to say thank you, so much; another -- another important story. And I'm hoping that you weren't lucky be, you were not unlucky because people just had a predetermined notion that they weren't going to hire anybody in your age category.

LAURA GREEN: There is certainly no way of knowing that. Someone would have to be an idiot to say that.

SENATOR KISSEL: That's true; they won't come out and say it. But -- but it seems like things have worked out for you, so I'm really very happy about that.

And I want to associate myself with the remark of Chairman Mushinsky; we are going to need your -- your group's efforts to help push things across the finish line in this short session.

LAURA GREEN: Yeah. I think that I can speak that we will be there. Thank you.

REP. MUSHINSKY: Thank you for coming.

LAURA GREEN: Sure.

REP. MUSHINSKY: Next speaker, Karen Zaorski, from Wolcott Crossroads, followed by Ken Welch, Wallingford Coalition for a Better, Coalition for a Better Wallingford.

KAREN ZAORSKI: Hi. Good afternoon, esteemed Chairmans and committee members.

HB5371

HB5372

HB5373

HB5374

Connecticut Technical
High School System

TO: Sen. John Kissel and Rep. Mary Mushinsky, Co-Chairs
Program Review and Investigations Committee

Nivea L. Torres

FROM: Dr Nivea L. Torres, Superintendent of Schools

DATE: March 3, 2014

SUBJECT: HB 5375: AA Implementing the Recommendations of the
Legislative Program Review and Investigations Committee (LPRI)
on the Reemployment of Older Workers Concerning the Technical High School
System (THSS)

Thank you for the opportunity to provide feedback on HB 5375: AA Implementing the Recommendations of the LPRI Committee on the Reemployment of Older Workers Concerning the THSS.

As you know, the Connecticut Technical High School System has a long-standing tradition of providing quality technical education to adult students across the state. As of February 2014, 447 adult students were enrolled in programs across the state. Adult students are offered full-time postsecondary day programs and part-time evening apprentice and extension programs. Collecting and reporting outcome information on adult students presently enrolled in our technical programs is needed in order to monitor our response to the challenges faced by unemployed workers and the impact that the programs have on workforce development across Connecticut.

As we move forward, please consider the need to develop and ensure the funding and infrastructure necessary to create and sustain this database. Presently, our Adult Program staff consists of one individual for the state. Collecting and gathering this important data will require additional support and trained staff to do so. I would also like to note that we have concerns regarding the ability to track students with their Social Security Numbers. We currently do not collect this data piece. A more effective approach would be to gather data based on state assigned identifiers, per Public Act 13-122, Section 3

The CTHSS is committed to expanding adult programs and services and strongly supports this proposed legislation. We will continue to work closely with the Department of Labor and Workforce Investment Boards to supply older workers with a high quality technical education that leads to gainful employment in the state of Connecticut.

NLT:dc

25 Industrial Park Rd.
Middletown, CT 06457
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fax (860) 807-2196

State Vocational Federation of Teachers

P.O. Box 4548
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Phone: (203) 793-7996
1-800-378-8020
Fax: (203) 793-7943
Web Site: www.svft.ct.aft.org

Testimony of Jan Hochadel, SVFT President
State Vocational Federation of Teachers, AFT Local 4200A

Raised Bill 5375

Joint Committee on Program Review and Investigations
March 4, 2014

As President of the over 1200 educators in the Connecticut Technical High School System, I am especially proud of the teachers in our adult education programs. While I believe our system is beginning to get recognition for the outstanding work we do preparing young people for successful careers, our adult programs are too often overlooked. Our six LPN programs, our two aviation schools, and programs throughout the State ranging from surgical tech, to dental assistance, to welding provide adults with an opportunity to develop skills and become successful and productive citizens. Adult programs in the CTHSS help people transform their lives.

The SVFT believes that Bill 5375 provides an opportunity for the CTHSS to demonstrate how successful our programs are. Our adult education teachers are proud of the success of their graduates, and we believe that the bill provides the opportunity to make that success public. When the people of Connecticut become more aware of our programs, there will be even greater demand. We look forward to seeing the adult education programs grow to better meet the demands of Connecticut's workforce.

Our concern with this bill is that both Central Office and the schools are already tremendously understaffed in addressing the needs of adult education. Currently, there is only one staff member at Central Office to address adult education issues. Within the schools, high school guidance coordinators often have to try to find the time to file the current adult education reports while still performing all the duties required in the high school; that task is often nearly impossible, and the information requirements of the bill could not be fulfilled with current staffing.

I believe Raised Bill 5375 would provide the documentation that would prove the viability of our adult programs. Without additional personnel, however, it would be impossible to gather the information the bill requires. Without the necessary funding, the bill would only serve to detract from the ability to educate all of our students. I believe this bill and the funding necessary to implement this bill would be an important step in supporting adult education through Connecticut's Technical High Schools. If that funding is not provided, then the bill will be a step backward for our programs, not forward.

Thank you.

Labbadia, Bonnine

From: Jennifer Berigan <JBerigan@aftct.org>
Sent: Monday, March 03, 2014 9:41 AM
To: Program Review and Investigation
Subject: Testimony for 2/4
Attachments: Jan Hochade1 -PRI - HB 5375 docx

Jennifer Berigan**American Federation of Teachers Connecticut, AFL-CIO**

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Connecticut's Legislative Commission on Aging
A nonpartisan research and public policy office of the Connecticut General Assembly

Testimony of
Julia Evans Starr, Executive Director
Commission on Aging

before the Program Review and Investigations Committee
March 4, 2014

In Support of:

HB 5375 An Act Implementing the Recommendation of the Legislative Program Review and Investigations Committee on the Reemployment of Older Workers Concerning the Technical High School System

HB 5376 An Act Implementing the Recommendations of the Legislative Program Review and Investigations Committee on the Reemployment of Older Workers as They Relate to the Board of Regents for Higher Education

HB 5377 An Act Implementing the Recommendations of the Legislative Program Review and Investigations Committee on the Reemployment of Older Workers as they Relate to the Department of Labor

HB 5382 An Act Implementing the Recommendations of the Legislative Program Review and Investigations Committee on the Reemployment of Older Workers as they Relate to the Job Advertisements

Good morning Senator Kissel, Representative Mushinsky and esteemed members of the Legislative Program Review and Investigations Committee. My name is Julia Evans Starr and I'm the Executive Director of the Legislative Commission on Aging. On behalf of the Commission, I thank you for this opportunity to comment several of the bills raised by this committee regarding the reemployment of older workers.

As you know, the Legislative Commission on Aging is the non-partisan, public policy office of the Connecticut General Assembly devoted to preparing our state for a significantly changed demographic and enhancing the lives of the present and future generations of older adults. For twenty years, the Commission has served as an effective leader in statewide efforts to promote choice, wellbeing and economic security for Connecticut's older adults and persons with disabilities.

We, at CT's Legislative Commission on Aging, would like to take this opportunity to share that we hold the work of this committee and its staff in high regard. We regularly refer to a range of studies performed by this Committee. Not unlike the Program Review staff, CT's Legislative Commission on Aging is devoted to assisting policymakers in finding solutions - based on research - to enhance the quality of life of its residents while creating greater efficiencies in state government. (We also make good neighbors to each other as we're both located on the 5th floor of the state capitol.)

The Program Review and Investigations Report states that while older workers are least likely to become unemployed however if they do become unemployed they are most likely to remain unemployed for a long period of time. At the same time, older adults desire and need to stay in the workforce is imperative to their long-term economic security. National trends show that workers expect to work longer before retirement than they have in the past.

CT's Legislative Commission on Aging with its partners, Wider Opportunities for Women and the Permanent Commission on the Status of Women started work in 2009 on the Elder Economic Security Initiative. As part of the initiative, we published the Connecticut's Elder Economic Security Index and Policy Brief. According to the Elder Economic Security data, a **significant number of Connecticut's older residents, including more than 45% of older women, rely almost exclusively on Social Security** for their retirement income. Unfortunately, Social Security pays an average of \$12,600 annually, far short of what is required to meet basic needs. *In fact, the Elder Economic Security Index, demonstrates that those single older adults living on Social Security face an annual gap of about \$7,000 to \$40,000 between income and expenses.*

CT's Legislative Commission on Aging **supports** many of the recommendations of the Program Review and Investigations report including those recommendations that have been brought forward in **HB 5375, HB 5376, HB 5377 and HB 5382.**

Additionally, a policy recommendation of the Elder Economic Security Initiative's Policy Brief is to support initiatives that **raise income potential for older workers by** encouraging employers, both public and private, to "redefine retirement." This means providing more flexibility in work options, including pro-rated benefits for part-time workers, telecommuting, and a shorter workweek.

When people hit age 65 "retirement" to many is engraved in stone. Now consider, in 1935 when social security was enacted, that the average life expectancy was age 62 or 3 years less than retirement age. Today, you can expect to live 15 years beyond that retirement age.

So, "redefining retirement" has been an initiative for the Commission and an area of study since 2006. We prepared a series of research reports about how retirement has been and will continue to be redefined, particularly as the Baby Boomers' age and

beyond. Our work and national studies show that retirement is no longer only about golf and relaxation; most retirees want to stay engaged in their communities, and many want or need to continue to work, albeit with a great deal more flexibility.

Finally, HB 5382 will eliminate the ability of employers to exclude job seekers who are unemployed in their job postings. This practice is simply unjust and should not be an acceptable practice in our state. Connecticut needs to focus on giving the long-term unemployed, many of whom are older adults, every opportunity for employment.

The Legislative Commission on Aging looks forward to working with this committee in helping to inform and work together on policy initiatives that can help to retain and support the older worker.

**Commission on
Human Rights and
Opportunities****Memo**

To: Program Review and Investigations Committee
From: Tanya A. Hughes, Executive Director
Date: March 4, 2014
Re: HB 5375, HB 5376, HB 5377 and HB 5382

The Commission on Human Rights and Opportunities supports the following bills.

H.B. No. 5375, (RAISED) PROGRAM REVIEW AND INVESTIGATIONS . 'AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE ON THE REEMPLOYMENT OF OLDER WORKERS CONCERNING THE TECHNICAL HIGH SCHOOL SYSTEM

H.B. No. 5376 (RAISED) PROGRAM REVIEW AND INVESTIGATIONS . 'AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE ON THE REEMPLOYMENT OF OLDER WORKERS AS THEY RELATE TO THE BOARD OF REGENTS FOR HIGHER EDUCATION'

H.B. No. 5377 (RAISED) PROGRAM REVIEW AND INVESTIGATIONS . 'AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE ON THE REEMPLOYMENT OF OLDER WORKERS AS THEY RELATE TO THE DEPARTMENT OF LABOR'

H.B. No. 5382 (RAISED) PROGRAM REVIEW AND INVESTIGATIONS . 'AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE STUDY ON THE REEMPLOYMENT OF OLDER WORKERS AS THEY RELATE TO JOB ADVERTISEMENTS'

We support all efforts to employ and reemploy adult or what are considered older adults. This is a group that has emerged, since the economic collapse of 2008, as having a particularly difficult time in finding employment based on the number of age-related complaints we have had filed with CHRO. We welcome the Committee's efforts.

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Real Possibilities

Laura Green, Volunteer State President
 Legislative Program Review & Investigations Committee
 March 4, 2014

Testimony in Support of:
RE-EMPLOYMENT OF OLDER WORKERS

House Bill # 5375: AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE ON THE REEMPLOYMENT OF OLDER WORKERS CONCERNING THE TECHNICAL HIGH SCHOOL SYSTEM

House Bill # 5376: AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE ON THE REEMPLOYMENT OF OLDER WORKERS AS THEY RELATE TO THE BOARD OF REGENTS FOR HIGHER EDUCATION

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House Bill # 5382: AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE STUDY ON THE REEMPLOYMENT OF OLDER WORKERS AS THEY RELATE TO JOB ADVERTISEMENTS

Good Afternoon, my name is Laura Green and I am the Volunteer State President of AARP CT. I want to thank the Committee and staff for working throughout the last year to tackle the challenges facing older workers throughout CT. AARP CT appreciates the time that the Committee staff spent with our volunteers gaining insights, the extensive research and the resulting comprehensive report.

AARP is a nonpartisan social mission organization with an age 50+ membership of nearly 37 million nationwide, and over 603,000 here in Connecticut. One third of our members are still working. AARP believes that one's possibilities should never be limited by their age and that, in fact, age and experience can expand your possibilities, whether they be personal or professional. AARP is a network of people, tools and information and an ally on issues that affect the lives of our members and the age 50+ population as a whole. These legislative proposals speak to our mission and vision as an organization.

I am here today because whether it is about staying in the workforce or finding work when faced suddenly with unemployment, the issues of employment and financial security are front and center for AARP members and their families in Connecticut. Our members tell us how important financial security is to them, so AARP is dedicated to supporting the efforts of older jobseekers through both public policy changes and through free resources to help individuals navigate career changes, regardless of their circumstances.

Older jobseekers face unique challenges which can contribute to longer periods of unemployment than their younger counterparts. In January, 44 percent of older jobseekers were classified as "long-term unemployed". These older job seekers had been out of work and looking for a job for 27 weeks or more. That's only a small part of the story. Nationally, jobseekers age 55 and up spend an average of 44 weeks, or 11 months, looking for work, as compared to 31 weeks for younger jobseekers. These numbers reflect what we see here in Connecticut, the 7th "oldest" state in the nation.

My own personal experiences in job seeking have opened my eyes. I retired from my job as CEO of a non-profit agency after 17 years. I was 64. I knew I still had more to contribute professionally and, quite frankly, I still needed income to make ends meet so I re-entered the job market looking for a middle management position. I thought that the skills I had developed in people, organizational and financial management were great assets. I remember the countless number of resumes I submitted and the endless networking I did but the thing I remember most was the discouragement. The few interviews I secured were short and perfunctory at best. I expanded my search into the for-profit sector but there was no joy there either.

I spent 2 years questioning myself – Did my resume need to be re-worked for the fortieth time? What skills was I missing in order to secure an interview? Were my skills at being interviewed too rusty? I sought help through the Department of Labor and professional placement agencies but it was clear to me that their resources were geared toward those building a resume and a career rather than toward those of us who are seasoned, highly experienced workers.

I never did figure out what I was doing wrong.

But I believe that the proposed legislation creating easier access to inexpensive re-training programs and assistance in building job seeking skills that are specifically geared to seasoned, experienced workers would have not only helped me to answer my questions but to actually secure a job. And that this legislation will help countless others.

Thank you for your time and consideration. These bills bring important resources to the older jobseeker and will create much needed opportunities for skill development that we hope levels the playing field for older job seekers.

FREE ON LINE RESOURCES FOR JOB SEEKERS, ENTREPRENEURS, AND MORE:

<http://lifereimagined.aarp.org>

<http://www.aarp.org/work/>

<http://www.aarp.org/work/self-employment/>

<http://www.linkedin.com/> Group with professional content, job postings and more: [Life Reimagined for Work](#)

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Hue Galloway, New Britain
Legislative Program Review & Investigations Committee
March 4, 2014
Testimony in Support of:
RE-EMPLOYMENT OF OLDER WORKERS

House Bill # 5375: AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE ON THE REEMPLOYMENT OF OLDER WORKERS CONCERNING THE TECHNICAL HIGH SCHOOL SYSTEM

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My name is Hue Galloway and I am a resident of New Britain. I would first like to thank the Committee for taking on the challenges faced by older job seekers in CT. The financial and emotional toll that unemployment takes on a person is incredibly difficult. While I am not an expert in legislative policy or labor laws, I do have a personal story that I wanted to share with you today.

I have worked as a Field Technician, repairing, installing and servicing Data Communications Equipment, Printers and Computers for over 35 years. I was employed with Ticketmaster for 12 years, which for 9 years I was the only Technician servicing Connecticut. My responsibilities were to maintain and repair the communications equipment in the Connecticut office and to repair and service Ticketmaster's Equipment installed at their Connecticut Venues and Outlets.

I always got a good evaluation from Ticketmaster. Therefore I am sure that my layoff was due to the economic crisis. I also know that the remedy for laying me off was having the Boston Technicians cover Northern Connecticut and the New York Technicians cover Southern Connecticut.

For 3 years I was submitting 2 to 6 resumes online per week. During the 3 years I may have gotten a dozen replies. I may have been called for 4 or 5 interviews.

I wiped out my savings and had to dip into my 401k trying to maintain my bills. I had to file Bankruptcy mid 2010, which went through early 2011. After trying to short sell my house unsuccessfully. I requested a Deed in lieu of Foreclosure November 2012. And I applied for early Social Security May of 2012.

As you can see, the financial ramifications of my layoff as an older worker were extreme and taking early Social Security will negatively impact my monthly income for the rest of my life

We are the 7th oldest state in the country, one of the most expensive states in the country to live and one of the slowest to recover from the recession. I hope my story, which I am sure is similar to that of many people in Connecticut, illustrates how important it is for the General Assembly to pass bills and work collaboratively with educators and the Department of Labor to increase opportunities for older job seekers.

Thank you for your time and consideration.



**Written Public Hearing Testimony of
Sharon Palmer, Commissioner
Department of Labor
Legislative Program Review and Investigations Committee
March 4, 2014**

Good Afternoon Senator Kissel, Representative Mushinsky, Senator Fonfara, Representative Carpino and members of the Legislative Program Review and Investigations Committee. Thank you for the opportunity to provide you with written testimony regarding House Bill No. 5375: AA Implementing the Recommendations of the Legislative Program Review and Investigations Committee on the Reemployment of Older Workers Concerning the Technical High School System. My name is Sharon Palmer and I am the Labor Commissioner.

I support the concept of this bill, but recognize that there are considerations that must be taken into account before obligating the Department with significant data collection efforts. This bill requires the Superintendent of the Technical High School System to submit a report containing data of current and former students regarding their age and social security numbers, employment status and retention, and earnings both prior to enrollment and after completion. While it would be possible for the Department to produce employment reports to the Superintendent for this group, measuring job retention is complicated. It would require the Department to follow individuals across time and would require the agency to interpret job retention data without guidance as to whether the data regarding job retention is negative or positive. In addition, the Department cannot currently measure wage rates. Our wage records contain only total quarterly wages only, not hours or weeks worked in that quarter. Finally, the Technical High School system is not permitted to use social security numbers with their student records and, therefore, the Department would be unable match them to our wage records.

Thank you for the opportunity to submit written testimony today.