

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2685 Session of
2010

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K. SMITH, KULA AND YOUNGBLOOD, SEPTEMBER 9, 2010

REFERRED TO COMMITTEE ON AGING AND OLDER ADULT SERVICES,
SEPTEMBER 9, 2010

AN ACT

1 Establishing the Pennsylvania Mature Worker Task Force, and
2 providing for its powers and duties.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby enacts as follows:

5 Section 1. Legislative findings and intent.

6 The General Assembly hereby finds and declares that:

7 (1) Demographic projections are showing that older
8 workers will continue to make up a rapidly growing percentage
9 of the work force.

10 (2) The increase in the number of older workers
11 represents the fact that the population as a whole is getting
12 older due to several factors, including the aging of the baby
13 boom generation, lower birth rates for generations
14 immediately following the baby boom, longer life expectancies
15 and younger generations leaving this Commonwealth to work
16 elsewhere.

1 (3) Efforts must be undertaken to identify priorities,
2 policy alternatives and emerging issues with respect to
3 assisting both businesses and older Pennsylvanians in
4 preparing for the impact of this tremendous demographic
5 shift.

6 (4) A mature worker task force would ensure coordination
7 of public and private efforts to address the needs of the
8 growing numbers of older workers and help allocate resources
9 as necessary.

10 Section 2. Short title.

11 This act shall be known and may be cited as the Pennsylvania
12 Mature Worker Task Force Act.

13 Section 3. Definitions.

14 The following words and phrases when used in this act shall
15 have the meanings given to them in this section unless the
16 context clearly indicates otherwise:

17 "Department." The Department of Aging of the Commonwealth.

18 "Task force." The Mature Worker Task Force.

19 Section 4. Mature Worker Task Force.

20 (a) Establishment.--There is established within the
21 department the Mature Worker Task Force.

22 (b) Purpose.--The purpose of the task force shall be:

23 (1) To coordinate the Commonwealth's efforts to assist
24 older persons who choose to work and remain self-sufficient
25 throughout their lives, or who choose to work after
26 retirement.

27 (2) To support business growth and development across
28 this Commonwealth with respect to the aging work force.

29 (3) To combat ageism and stereotypes relating to aging
30 workers.

1 (c) Members.--The task force shall be composed of the
2 following members:

3 (1) Thirteen ex-officio members as follows:

4 (i) The Secretary of Aging, who shall serve as
5 cochair of the task force.

6 (ii) The Secretary of Labor and Industry, who shall
7 serve as cochair of the task force.

8 (iii) The Secretary of Education.

9 (iv) The Secretary of Public Welfare.

10 (v) The chair of the State Civil Service Commission.

11 (vi) The chair of the Senate Aging and Youth
12 Committee.

13 (vii) The minority chair of the Senate Aging and
14 Youth Committee.

15 (viii) The chair of the Senate Labor and Industry
16 Committee.

17 (ix) The minority chair of the Senate Labor and
18 Industry Committee.

19 (x) The majority chairman of the House Aging and
20 Older Adult Services Committee.

21 (xi) The minority chairman of the House Aging and
22 Older Adult Services Committee.

23 (xii) The majority chairman of the House Labor
24 Relations Committee.

25 (xiii) The minority chairman of the House Labor
26 Relations Committee.

27 Any ex-officio member may designate a representative to act
28 on his or her behalf.

29 (2) Two members appointed by the Governor who shall be
30 representatives of not-for-profit corporations, the primary

1 purposes of which are to provide employment services to older
2 persons and serve them in their efforts to develop the
3 requisite skills for a changing job market.

4 (3) Two members appointed by the Governor who shall be
5 representatives of organizations representing business
6 interests.

7 (4) Three members appointed by the Governor, of whom one
8 shall be a representative of organized labor, one shall be a
9 research expert in the field of older worker employment
10 issues and one shall be a mature worker.

11 (d) Administration.--The administrative support of the task
12 force shall be equally provided by the department and the
13 Department of Labor and Industry.

14 Section 5. Powers and Duties.

15 The task force shall have the following powers and duties:

16 (1) To facilitate interagency planning and policy,
17 review specific agency initiatives for their impact on mature
18 workers and businesses, provide a continuing forum to discuss
19 concerns and issues related to the formulation of State
20 policy designed to address mature worker issues and develop
21 linkages and partnerships with businesses and other
22 appropriate entities to assist the businesses in identifying
23 and filling work force needs.

24 (2) To identify existing statutory and regulatory
25 provisions, and business practices that may limit
26 opportunities for mature workers, and develop legislative and
27 regulatory proposals to address limitations.

28 (3) To identify best practices in the private sector for
29 hiring, retaining and retraining mature workers and serve as
30 a clearinghouse of the information.

1 (4) To assess the effectiveness and costs of programs
2 that State agencies have implemented to hire, retain and
3 retrain mature workers and recommend cost-effective programs
4 for all State agencies to hire, retain and retrain older
5 workers.

6 (5) To develop coordinated responses for State agencies
7 with regard to issues of importance to mature workers to
8 ensure timely and appropriate responses.

9 (6) Beginning in 2011, to report annually to the
10 Governor and the General Assembly on or before December 31 on
11 the task force's recommendations for State policy relating to
12 mature workers, best practices in the business sector for
13 hiring, retaining and retraining mature workers and services
14 initiated and coordinated among public and private agencies
15 that meet the needs of older workers who are seeking to
16 remain active in the work force. The report shall identify,
17 in conjunction with the business community, mature worker-
18 friendly businesses that are seeking to hire or train
19 workers. The report required shall be posted on the
20 department's Internet website.

21 (7) Annually report to the Governor, the General
22 Assembly and the Secretary of Aging with an assessment of the
23 effectiveness of the provisions of this act and any barriers
24 or other issues that prevent the task force from carrying out
25 its powers and duties under this act.

26 Section 6. Implementation.

27 (a) Collaboration.--The department shall collaborate with
28 the Department of Labor and Industry on issues related to the
29 development of mature worker support initiatives and enhancing
30 access by mature workers to existing training and employment

1 services funded through Federal and State resources.

2 (b) Use of task force information.--The department shall
3 utilize the data and information compiled by the task force to
4 coordinate State-funded research and employment training efforts
5 to ensure the most efficient use of funds available for those
6 purposes.

7 Section 7. Effective date.

8 This act shall take effect in 60 days.