



# Employee's Retirement and Age Discrimination Laws

Topic: Business | Words: 852 | Pages: 3

## Introduction

It is important to note that the case involves an HR director faced with an employee who is about to retire but wants to continue working for five more years. The problem is that the worker, Les Partain, was given an outstanding review to boost his retirement plan, which he did not deserve from a legal standpoint. Such a high review made Les willing to continue working, but the HR director wants the employee to retire to replace him with a better one. The case illustrates a violation of the law against discrimination on the basis of age.

## Legal Viewpoint: Discussion

From a legal standpoint, the Age Discrimination in Employment Act (ADEA) of 1967 and its subsequent amendments are relevant. What the HR Director did was an act of kindness and care as a human being, but it was positive discrimination against the worker from a legal perspective. Positive discrimination "is a form of discrimination that favors someone by treating them differently in a positive way. An example might be an organization appointing someone ... into a role without considering ... skills" (Robertson, 2017, para. 4). Under the ADEA, it is illegal for the employer to discriminate a worker due to his or her age, which is specified as anyone aged 40 or older (Martocchio, 2018). Therefore, legally, there are two possible ways to comply with the law and resolve the issue.

Firstly, it is critical for the HR Director to perform her responsibilities to

# Discrimination Retirement And Pensions

**Erika Lunder, Jennifer Staman**



## **Discrimination Retirement And Pensions:**

Discrimination, Retirement, and Pensions Jagdish Handa,1994 Uses a human capital approach which links the extent to which jobs require general or firm specific training with a firm s behaviour with regard to discrimination against women and in hiring older workers and the imposition of mandatory retirement and pension policies **Discrimination Against**

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*Your Time Will Come* Lawrence M. Friedman,1985-06-07 Age discrimination and its corollary mandatory retirement are modern legal issues barely a generation old In this concise and readable report Lawrence Friedman explores the apparently sudden emergence of a field of law that pertains mainly to the elderly and middle aged Friedman traces the brief but fascinating social legislative and judicial history of age discrimination law and of the laws addressing mandatory retirement Both histories contain paradoxes and contradictions both seem simultaneously to make an issue of age and to demand a kind of age neutrality reflecting broad recent changes in American culture Both histories are intricately bound up with other legal issues age discrimination with race and sex discrimination mandatory retirement with the development of pension plans and other social insurance systems Friedman speculates on the impact of these new laws illuminating through his analysis the complex phenomenon of legalization or the penetration of legal norms into ever more areas of life Finally Friedman offers a provocative conclusion in which he suggests that laws on age discrimination and retirement laws that appear to have a less extensive social background than one would expect may in fact be stand in laws for vague but powerful social norms not yet recognized in the legal system *Your Time Will Come* is the first new volume in a special paperback series entitled Social Research Perspectives Occasional Reports on Current Topics These Perspectives represent a revival of the Social Science Frontiers series published by the Foundation from 1969 to 1977 and will again offer short timely and accessible reports on various aspects of social science research A Volume in the Russell Sage Foundation s Social Science Perspectives Series

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Normative Patterns and Legal Developments in the Social Dimension of the EU Ann Numhauser-Henning,Mia Rönnmar,2013-06-28 This book explores the normative and legal evolution of the Social Dimension of the EU labour law social security law and family law in both the EU and its Member States during the last decade     Pension Problems of Older Women, Hearing Before the Subcommittee on Retirement Income and Employment of ..., 94-1, October 21, 1975 United States. Congress. House. Select Committee on Aging,1975     **Pension, Profit-sharing, Welfare, and Other Compensation Plans** ,2008-03

## **Discrimination Retirement And Pensions** Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the power of words has become much more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such is the essence of the book **Discrimination Retirement And Pensions**, a literary masterpiece that delves deep into the significance of words and their effect on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book's key themes, examine its writing style, and analyze its overall impact on readers.

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