

tional qualifications; practice based on applicable security regulation of United States or Pennsylvania; termination of employment under a bona fide retirement or pension plan; operation of bona fide retirement or pension plan, which has the effect of a minimum service requirement, or a group or employee insurance plan.

PUERTO RICO

Provisions on older workers enacted by inclusion in original anti-discrimination Act, as amended; Act 100, approved and effective June 30, 1959.	Between 30 and 65.	Employers: labor unions.	None-----	For employer: Discharging; suspending; demoting; reducing the salary; imposing of attempting to impose more burdensome working conditions; refusing to employ or re-employ; publishing or circularizing advertisements, notices, or other statements denying employment opportunities to all persons indiscriminately by reason of age or establishing restrictions excluding such persons. For labor unions: Limiting, dividing, or classifying members so as to deprive members or persons desiring or having a right to membership, of working opportunities. Law does not apply to any of the acts performed with good cause.	Department of labor.	Secretary of labor or any worker investigating in the matter may bring suit. Court may, in civil actions, issue decrees and orders to direct reinstatement of employee.	(1) Civil liability for twice the amount of damages sustained, or if no pecuniary damages are determinable, not less than \$100 or more than \$1,000; or twice the amount of damages if under \$100; (2) In addition, reason punishable by fine not less than \$100 nor more than \$500 and/or imprisonment for not less than 30 days or more than 90 days.	No.
Amendment of private employment agency law; Act 92, approved and effective June 16 1960.	Between 30 and 65.	Employment agencies.	None-----	For employment agencies: Excluding persons because of age; publishing or circulating any statement, advertisement or notice excluding persons because of age. Law does not apply to age limitations or requirements established by employment agencies where because of the nature of the work, age is a determining factor of capacity for performance of the work.	Department of labor.	Secretary of labor may investigate and bring suits, and may petition the superior court to issue writs of injunction or other legal remedies.	Misdemeanor punishable by fine of \$100—\$500 and/or imprisonment for 30-90 days for first offense; for subsequent offense, fine of \$500—\$2,000 and/or imprisonment for 60-180 days.	No.