

the applicable ages. Such ages vary, but in general the laws apply to persons between the ages of 40 and 65. Specifically, they apply as follows:

California—between 40 and 64.
 Colorado—between 18 and 60.
 Connecticut—between 40 and 65 inclusive.
 Delaware—between 45 and 65.
 Idaho—under 60.
 Indiana—between 40 and 65.³
 Louisiana—under 50.
 Massachusetts—between 45 and 65 (1937 law);
 between 40 and 65 (1950 law).
 Michigan—between 35 and 60.
 Nebraska—over 40.
 New Jersey—21 and over.
 New York—between 40 and 65.
 North Dakota—between 40 and 65.
 Ohio—between 40 and 65.
 Oregon—between 25 and 65.³
 Pennsylvania—between 40 and 62 inclusive.
 Puerto Rico—between 30 and 65.
 Rhode Island—between 45 and 65.³
 Washington—between 40 and 65.
 Wisconsin—between 40 and 65.

Discriminatory practices prohibited

By employers.—In general, these laws prohibit employers from engaging in the following practices solely because of the employee's or applicant's age: refusing to hire, discharging, or discriminating in compensation, terms, conditions, or privileges of employment. The Colorado law, however, prohibits only discharging, while the Ohio and Louisiana laws prohibit only discharging and refusing to interview persons on the ground of age.

By labor organizations.—Sixteen of the jurisdictions list prohibited practices for labor organizations, such as denying full membership, expelling from membership, or discriminating in any way against members, employers, or other employees because of age:

Alaska	Michigan	Puerto Rico
Connecticut	Nebraska	Rhode Island
Delaware	New Jersey	Washington
Hawaii	New York	Wisconsin
Indiana	Oregon	
Massachusetts	Pennsylvania	

By private employment agencies.—Fifteen jurisdictions (those listed above except Indiana) prohibit discrimination by employment agencies, directly or indirectly. Twelve of the laws include among the prohibited practices, refusing to classify persons properly or refusing to refer them to employment opportunities. In Puerto Rico, these same practices are prohibited, but by the law regulating private employment agencies instead of its law against discrimination. In Nebraska, it is unlawful for an employer to utilize an employment agency which so discriminates, although the law does not restrict the agencies directly. The only application to employment agencies in the Alaska law appears below.

Advertising, application forms, and inquiries.—The use of any form of application for employment, or making any inquiry in connection with prospective employment, which expresses, directly or indirectly, any limitation, specification, or discrimination as to age, unless based on a bona fide occupational qualification, is prohibited in 11 States:

Alaska	New Jersey	Rhode Island
Delaware	New York	Washington
Hawaii	Oregon	Wisconsin
Massachusetts	Pennsylvania	

³ Law specifies until the age of 65 years is attained.