

determination is made that unfair practices were committed, the commissioner of labor shall state his findings of fact and, if satisfied therewith, may issue his finding that the employer has ceased to engage in unfair employment practices. [Acts 1965, ch. 368, § 6, p. 1154.]

40-2324. Written findings of fact by commissioner.—If the commissioner of labor shall find no probable cause exists to substantiate the charges, or, if upon all the evidence, he shall find that an employer has not engaged in unfair employment practices, the commissioner of labor shall state in writing his findings of fact and shall issue and cause to be served on the complainant an order dismissing the said complaint as to such employer. [Acts 1965, ch. 368, § 7, p. 1154.]

40-2325. Discharge for furnishing evidence unfair.—It shall be an unfair employment practice for any employer to discharge an employee because he has furnished evidence in connection with a complaint under this act [§§ 40-2318—40-2327]. [Acts 1965, ch. 368, § 8, p. 1154.]

40-2326. Proceedings not publicized—Facts published.—No publicity shall be given to any proceeding before the commissioner of labor, either by the commissioner of labor or any employee thereof, provided that the commissioner may publish the facts in the case of any complaint upon which a determination has been made. [Acts 1965, ch. 368, § 9, p. 1154.]

40-2327. Employees excepted.—These provisions shall not apply to a person employed in private domestic service or service as a farm laborer nor to a person who is qualified for benefits under the terms or conditions of an employer retirement or pension plan or system. [Acts 1965, ch. 368, § 10, p. 1154.]

40-2328. Effect of other laws—Certain rights unaffected.—Any law inconsistent with any provision hereof shall not apply. Nothing contained herein shall be deemed to repeal any of the provisions of any law of this state relating to discrimination because of age, race or color, religion, or country of ancestral origin. Nothing herein shall be deemed to limit, restrict or affect the freedom of any employer in regard to (a) fixing compulsory retirement requirements for any class of employees at an age or ages less than sixty-five [65] years; (b) fixing eligibility requirements for participation in, or enjoyment by employees of, benefits under any annuity plan or pension or retirement plan on the basis that any employee may be excluded from eligibility therefor who, at the time he would otherwise become eligible for such benefits, is older than the age fixed in such eligibility requirements or (c) keeping age records for any such purposes. [Acts 1965, ch. 368, § 11, p. 1154.]

LOUISIANA REVISED STATUTES, § 893, TITLE 23

§ 893. Age limits for employment; fixing or by employers prohibited; penalty

It is unlawful for any person employing labor in Louisiana, and having twenty-five or more employees, to adopt any rule for the discharge of said employees and for the rejection of applications for employment of new employees upon any age limit under fifty years, except where the employer has adopted a system of old age pension for the pensioning of employees with periods of service no greater than thirty-five years and with pension allowances of no less than forty-five dollars per quarter.

Whoever violates the provisions of this Section shall be fined no more than five hundred dollars or imprisoned for not more than ninety days, or both.

RHODE ISLAND GENERAL LAWS, §§ 28-6-1—28-6-5

28-6-1. Age discrimination—Definition of terms.—For the purposes of §§ 28-6-1 to 28-6-10, inclusive:

"Discrimination," shall mean dismissal from employment of, or refusal to employ or rehire any person because of his age, if such person has attained the age of forty-five (45) years and has not attained the age of sixty-five (65) years, unless based upon a bona fide occupational qualification;

"Person" shall mean and include an individual, partnership, corporation or an association, as the case may be;