

1 H.532  
2 Introduced by Representative Mihaly of Calais  
3 Referred to Committee on  
4 Date:  
5 Subject: Labor; fair employment practices  
6 Statement of purpose of bill as introduced: This bill proposes to repeal a  
7 statutory provision permitting mandatory retirement of college professors at 70  
8 years of age, which has been preempted by the federal Age Discrimination in  
9 Employment Act since 1994.

10 An act relating to mandatory retirement of college professors  
11 It is hereby enacted by the General Assembly of the State of Vermont:  
12 Sec. 1. 21 V.S.A. § 495g is amended to read:  
13 § 495g. **PROVISION APPLICABLE TO COLLEGE PROFESSORS**  
14 ~~Nothing in this subchapter shall be construed to prohibit any institution of~~  
15 ~~higher education as defined by section 1201(a) of the federal Higher Education~~  
16 ~~Act of 1965 from retiring any employee who is serving under a contract of~~  
17 ~~unlimited tenure, who attains 70 years of age. Any employee whose tenure~~  
18 ~~contract is terminated may, in the discretion of the institution, be allowed to~~  
19 ~~continue in the employ of the institution on a nontenured basis. [Repealed.]~~

1 Sec. 2. EFFECTIVE DATE

2 This act shall take effect on July 1, 2026.