

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 [Repealed.]~~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.