

1           **Resolution Promoting Retention of Experienced Employees**

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3   **WHEREAS** many renegotiated labor contracts reduce defined-benefit plans (pensions)  
4 for new hires, or replace defined-benefit plans for new hires with defined contribution  
5 plans (e.g., 401(k) plans);

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7   **WHEREAS** this discrepancy provides an incentive for employers to replace existing  
8 employees with workers hired under these new or renegotiated contracts;

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10   **WHEREAS** age discrimination in layoffs and other terminations has been made  
11 increasingly difficult to prove because of more stringent legal thresholds and absence of  
12 union protections; and

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14   **WHEREAS** the knowledge and skills of experienced employees are valuable resources  
15 that should be maintained;

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17   **THEREFORE BE IT RESOLVED** that the Washington State Democratic Convention  
18 asks our Congressional delegation to enact laws encouraging and rewarding  
19 companies, businesses and institutions for retaining employees until they reach  
20 retirement age, particularly those within ten years of retirement age; and

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22   **THEREFORE BE IT FURTHER RESOLVED** that the Washington State Democratic  
23 Convention asks our Congressional delegation to fund the U.S. Equal Employment  
24 Opportunity Commission (EEOC) sufficiently to investigate and enforce these laws.  
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27 Submitted by the King County Convention.

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29 The Platform Committee recommended that this resolution be passed at their June 17,  
30 2016 meeting.

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32 The 2016 Washington State Democratic Convention passed this resolution on June 18,  
33 2016.  
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