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**Age Discrimination In
The Workplace: A
Survey Of Utah
Residents Age 40+**

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Published December 2001



Age Discrimination In The Workplace: A 2001 Survey Of Utah Residents Age 40+

**Data Collected and Prepared by Dan Jones & Associates.
Report Prepared by Jennifer H. Sauer**

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AARP is a nonprofit, nonpartisan membership organization for people 50 and over. We provide information and resources; advocate on legislative, consumer, and legal issues; assist members to serve their communities; and offer a wide range of unique benefits, special products, and services for our members. These benefits include *AARP Webplace* at www.aarp.org, *Modern Maturity* and *My Generation* magazines, and the monthly *AARP Bulletin*. Active in every state, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, AARP celebrates the attitude that age is just a number and life is what you make it.

Acknowledgements

AARP staff from State Member Research, State Affairs, and the Utah State Office contributed to the design of this study. Special thanks go to Clare Hushbeck, Kirsten Ball, Michael Siler, Gretchen Straw, and Erica Dinger. Jennifer H. Sauer, Knowledge Management, was the project manager. For more information, contact Jennifer H. Sauer at (202) 434-6207.

Background

As more Americans live longer and healthier lives, many are working longer or going back to work after retirement. A recent study conducted by AARP found that 8 in 10 baby boomers are planning to work during their “retirement years” (AARP, 2000), and the Bureau of Labor Statistics projects that between 1998 and 2008 the percentage of workers age 45 and older will increase by about 7 percent, adding nearly 17 million workers to this age group (Dohm, 2000). Furthermore, workers age 55 to 64 are projected to increase by 10 million during this time (Fullerton, 1999). Combined with a slowing economy and dwindling pensions, workforce changes such as these could give rise to increasing incidents of age discrimination in employment.

Age discrimination in the workplace can result in lost wages and benefits, difficulty finding another job, intense emotional distress, and subsequently, reduced income. Although age discrimination is often difficult to prove, recent lawsuits like those brought against the Ford Motor Company and Lucent Technologies, Inc., demonstrate the increasing prevalence of the problem. In addition, 16,000 people filed age discrimination complaints with the Equal Employment Opportunity Commission (EEOC) in the past year and half – an increase of 15 percent (Manor and Taylor, 2001).

The federal Age Discrimination in Employment Act (ADEA) of 1967 states that employers with 20 or more employees may not discriminate against workers age 40 and older in recruitment, hiring, training, promotion, pay, benefits, firing, layoffs, retirement, and any other aspect of employment because of age. All 50 states have age discrimination statutes with widely varying provisions. Currently, thirty-five states have age discrimination laws that apply to employers with fewer than 15 employees. The minimum number of employees and employer must have in order to be covered under Utah’s age discrimination law is 15, which means that many older workers in the state lack protection against age discrimination in employment.

Between 76% and 87% of employers in Utah employ fewer than 15 employees, and at least 1 in 10 Utah workers are employed by these employers.¹ In addition, in a recent pivotal case, the Supreme Court of Utah held that the Utah anti-discrimination act does not apply to businesses with fewer than 15 employees and that employees of small businesses cannot sue for wrongful termination due to age discrimination (Burton v. Exam Center Indus. & General Medical Clinic Inc., 994 P.2d 1261. 2000). Those opposing this decision believe that it may open the door for small business employers to discriminate against workers by age, as well as by race, sex, religion, and disability. Consequently, the Utah Supreme Court declared that this issue needed to be addressed legislatively, not judicially.

¹ According to first quarter 2000 data provided by the Utah Department of Workforce Services (DWS), the range of firms that employ fewer than 15 workers is between 75.5 and 87.0 percent and the range of Utah workers that work in firms with fewer than 15 employees is between 10.0 percent and 17.0 percent due to the employment ranges used by DWS (0, 1-4, 5-9, and 5-10 employees). The range estimates reported here are used because both the number of firms and workers employed by firms is constantly changing.

Purpose

This study of Utah residents age 40 and older was undertaken to assess public awareness of age discrimination in the workplace and to gauge public support for expanding the Utah age discrimination law to protect *all* employees, including those who work for an employer with fewer than 15 employees.

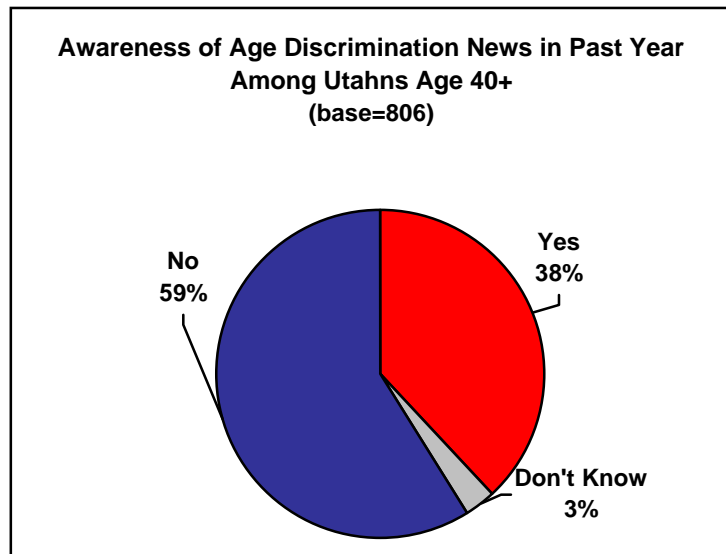
Methods

AARP commissioned Dan Jones & Associates to conduct and compile a public opinion survey of Utah residents age 40 and older. From a random sample of 2,224 telephone numbers, 806 interviews were completed between October 17 – October 24, 2001, yielding a 38 percent response rate and a 54 percent cooperation rate. The survey has a sampling error of plus or minus 3.5 percent at the 95 percent confidence interval. Survey responses were weighted by age to reflect the Utah population age 40 and older. The sample was stratified by the population in each of the counties surveyed. We examined differences across age, work status, and income groups using chi square tests of significance. The tables in Appendix A display these differences.

Findings

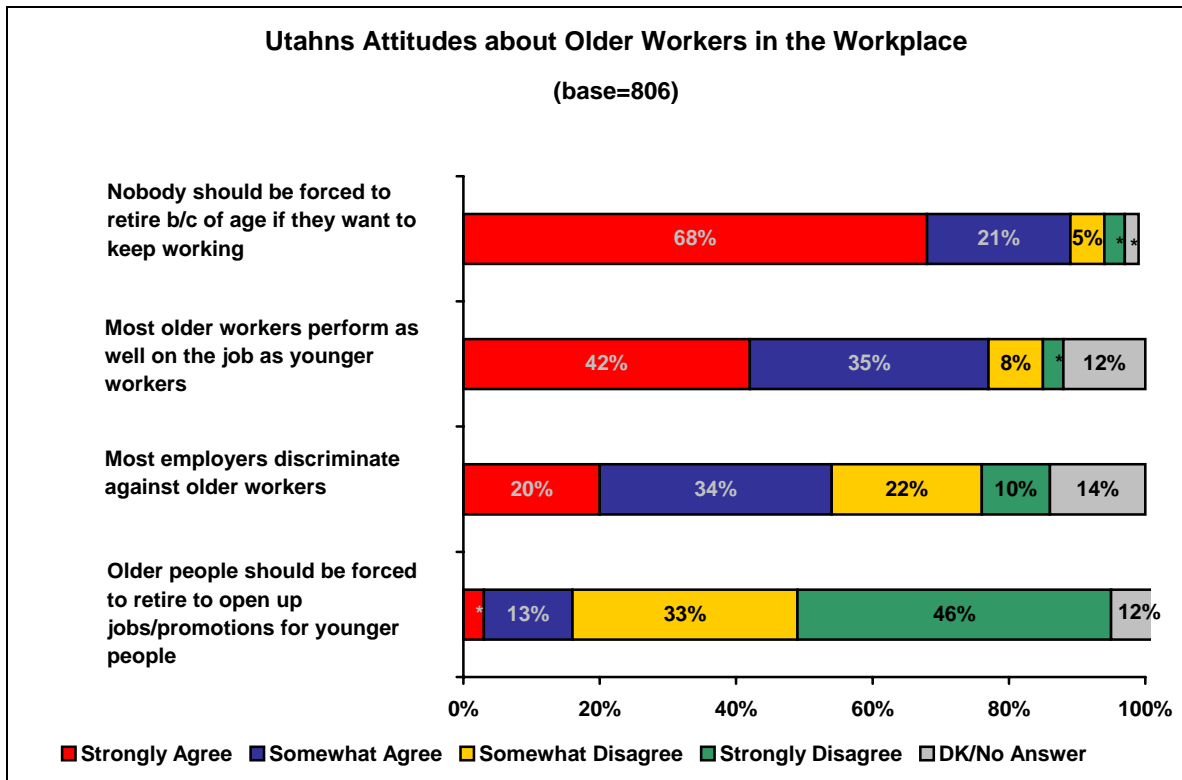
Many Utahns are Aware of Age Discrimination in the Workplace

Thirty-eight percent of all Utah respondents say they have heard, seen, or read something in the news over the past year about age discrimination in the workplace. Respondents ages 50 through 69 and those who are working are significantly more likely than those younger and not currently working to have noticed some media coverage on age discrimination in the workplace over the past year. In addition, at least one-third of respondents across all income groups also report having recently heard, seen, or read something on this issue (see Appendix A, Table 1).



Utahns Show Positive Attitudes about Older Workers in the Workplace

Over one-half of all respondents surveyed agree that most employers discriminate against older workers. In addition, most agree that nobody should be forced to retire because of age if they want to continue working and that most older workers can perform as well on the job as most younger workers. Furthermore, most respondents *strongly* or *somewhat disagree* that older people should be forced to retire at a particular age in order to open up jobs and promotions for younger people.



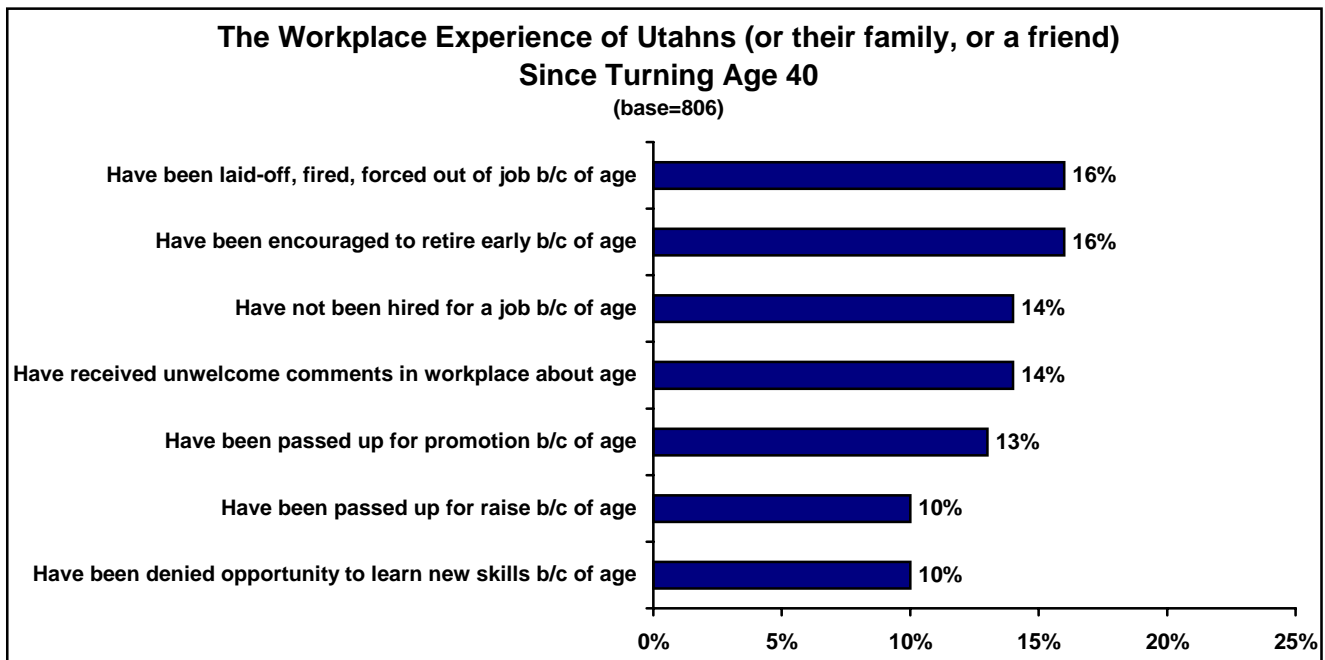
With respect to Utah respondents' views of older workers, the following age differences exist:

- Respondents ages 60 to 69 are more likely than those ages 40 to 49 to *strongly agree* that 'nobody should be forced to retire because of age if they want to continue working'.
- Respondents ages 50 and older are more likely than those ages 40 to 49 to *strongly agree* that 'most older workers can perform as well on the job on most younger workers'.
- Respondents ages 50 through 69 are more likely than those younger and older to *strongly agree* that 'most employers discriminate older workers'.
- Respondents ages 60 to 69 are more likely that those ages 40 to 49 to *strongly disagree* that 'older people should be forced to retire to open up jobs and promotions for younger people'.

Responses do not differ significantly by work status or income with respect to any of these statements (see Appendix A, Tables 2a, 2b, 2c, and 2d).

Four in Ten Utahns Have Experienced at Least One Form of Age Discrimination in the Workplace.

When given a list of seven forms of age discrimination in the workplace, 37 percent of Utah respondents indicate experiencing at least one or more of them since turning age 40.² The graph below shows the proportion of respondents indicating experience with each type of age discrimination tested in the survey question. About one in six say they, a family member, or a friend has been laid-off, fired or forced out of a job or has been encouraged to retire early because of age. One in seven respondents say that since turning 40, they or someone close to them has either not been hired for a job or has received unwelcome comments about age in the workplace. Slightly fewer say that they or a family member or a friend have been passed up for a promotion, a raise, or been denied the opportunity to learn new skills.



Utahns ages 50 to 59 are significantly more likely than those younger to report experience with unwelcome comments about age in the workplace, but significantly less likely than those ages 70 and older to report not being hired for a job because of age (see Appendix A, Tables 3a, 3b, 3c, 3d, 3e, and 3f).

² This survey question asks respondents to report their experience with any of the forms of age discrimination listed. A count of the responses to each form listed in this question reveals that 37 percent of the respondents said 'yes' to one or more of the forms listed. Sixty-three percent of respondents reported 'no', 'not sure/don't know', and 'no answer' to one or more of the forms listed.

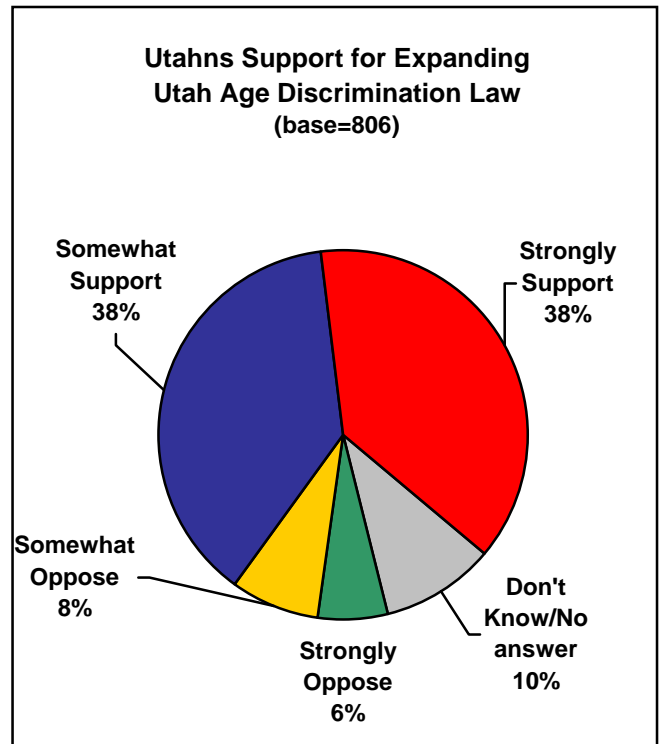
Utahns Support Expanding the Current Utah Age Discrimination Law to Include Employers with Fewer Than 15 Employees.

Three-quarters of Utah respondents *strongly* or *somewhat support* expanding the age discrimination law so it covers employers in Utah with fewer than 15 employees. Demographically, respondents age 40 through 69 are significantly more likely than those older to *strongly support* this expansion.

In addition, those who are employed and those with incomes of \$50,000 or more per year are significantly more likely than those who are retired and those with incomes less than \$20,000 per year to *strongly support* expanding the state age discrimination law in Utah to include employers or firms with fewer than 15 employees (see Appendix A, Table 4).

Over A Third of Utahns Would Vote for a Candidate Who Supports Expansion of the State Age Discrimination Law.

Thirty-six percent of Utah respondents say they would be *much more* or *somewhat more likely* to vote for a candidate who supported expanding the Utah Age Discrimination Law, and one-half (51%) said it would make no difference to them. Respondents do not differ by age, work status, or income with respect to being *much more likely* or indifferent about voting for a state candidate (see Appendix A, Table 5).



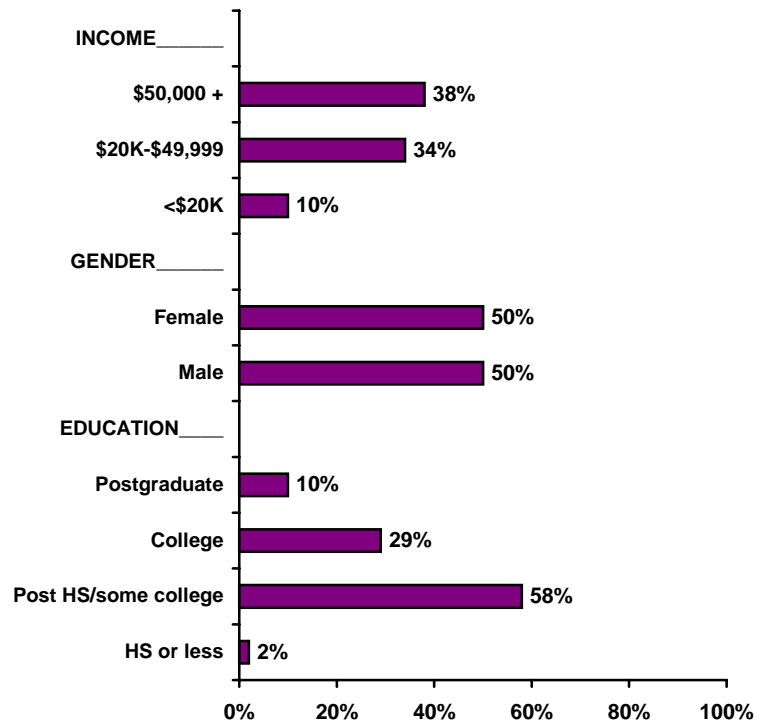
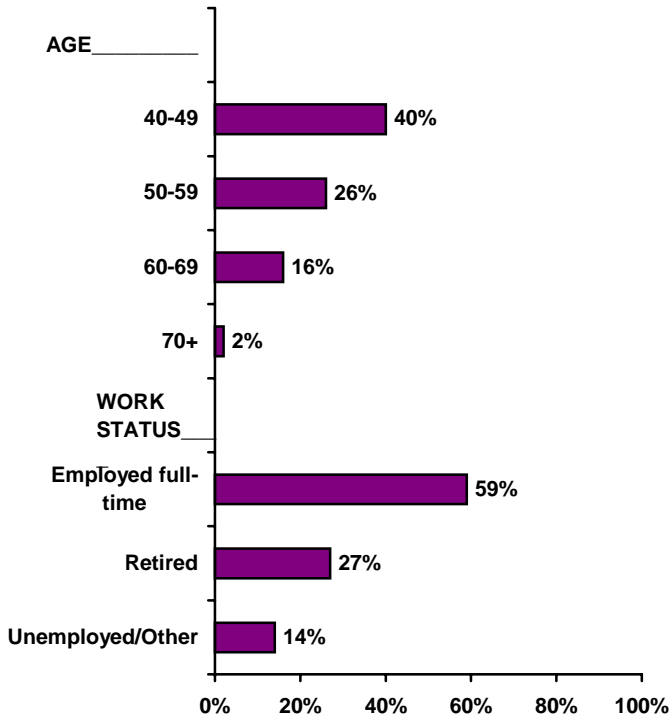
Summary

Utah respondents age 40 and older support revising the current age discrimination law to include employers with fewer than 15 employees. Age discrimination in the workplace is an issue recognized by older Utahns, and many have seen, heard, or read about this issue in the news over the past year. Utahns clearly feel that older workers should not be forced to retire because of age or to open up jobs for younger workers. Furthermore they agree that most employers discriminate against older workers and that most older workers perform as well on the job as younger workers. These are significant findings considering that at least 4 in 10 Utah respondents age 40 and older surveyed indicate a personal experience with one or more kinds of age discrimination in the workplace, whether it was themselves, a family member, or a friend.

Finally, while the number and gravity of other leading national and state issues, especially the events of September 11, 2001, may temper Utahns' responses in this survey, over one-third of them indicate that the expansion of this law would motivate them to vote for the supporting political candidate.

Demographic Characteristics of Utah Respondents

Most of the respondents in this survey are Caucasian or white (94%). Less than one percent are African American or black, Asian, and Native American or Alaskan Native. As the graphs below illustrate, three-fifths are over age 50 and two-fifths are under age 50. Utah residents typically have a household income of \$50,000 or more, are married, working, and have a post-high school education, such as some college or technical training. Almost half of the respondents are working full-time, and about one-quarter are currently retired.



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Appendix A

Tables

Table 1.

**Awareness of Utah Respondents Age 40+ to
Age Discrimination in the Workplace
By Age, Work Status, and Income**

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Yes	33%	43%	46%	34%	40%	36%	29%	38%	36%	43%
No	64%	55%	50%	61%	58%	57%	67%	60%	63%	54%
Dk	3%	2%	4%	5%	2%	7%	4%	3%	2%	3%
No answer	0	0	0	0	0	0	0	0	0	0

Tables 2a, 2b, 2c, 2d.

Utah Respondents Attitudes about Older Workers in the Workplace

2a. "Nobody should be forced to retire because of age if they want to continue working."

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=274)	\$50K+ (n=309)
Strongly Agree	64%	72%	77%	66%	70%	67%	64%	74%	72%	68%
Somewhat Agree	25%	18%	20%	19%	21%	21%	22%	16%	19%	22%
Somewhat Disagree	6%	5%	1%	7%	4%	5%	9%	1%	4%	6%
Strongly Disagree	4%	1%	1%	3%	2%	3%	3%	5%	4%	2%
Don't know	2%	3%	-	5%	2%	3%	3%	4%	2%	3%

2b. "Older people should be forced to retire at some age in order to open up jobs and promotions for younger people."

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=215)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Strongly Agree	3%	1%	3%	5%	2%	4%	3%	5%	4%	1%
Somewhat Agree	12%	11%	12%	18%	11%	17%	11%	16%	16%	9%
Somewhat Disagree	39%	35%	25%	26%	36%	27%	35%	26%	28%	41%
Strongly Disagree	43%	50%	54%	42%	48%	44%	42%	46%	46%	46%
Don't know	3%	4%	5%	12%	3%	8%	10%	6%	6%	3%

2c. "Most older workers can perform as well on the job as most younger workers."

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Strongly Agree	33%	45%	49%	49%	42%	44%	36%	50%	44%	39%
Somewhat Agree	39%	36%	33%	29%	36%	34%	36%	25%	34%	38%
Somewhat Disagree	12%	7%	4%	5%	9%	7%	8%	6%	11%	8%
Strongly Disagree	3%	2%	-	5%	2%	3%	3%	4%	2%	2%
Don't know	13%	9%	13%	12%	10%	13%	18%	15%	10%	13%

2d. "Most employers discriminate against older workers."

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=477)	Retired (n=215)	Other (n=116)	<\$20K (n=81)	\$20K-\$49K (n=276)	\$50K+ (n=310)
Strongly Agree	15%	28%	25%	16%	20%	19%	22%	32%	23%	18%
Somewhat Agree	36%	30%	37%	30%	35%	30%	33%	36%	29%	37%
Somewhat Disagree	25%	25%	18%	18%	24%	20%	21%	9%	26%	24%
Strongly Disagree	12%	7%	9%	10%	12%	10%	4%	6%	12%	10%
Don't know	12%	9%	11%	25%	9%	21%	20%	17%	11%	11%

Tables 3a, 3b, 3c, 3d, 3e, 3f, 3g.

**The Workplace Experience of Utah Respondents (or their family, or a friend)
Since Turning age 40**

3a. *“Have they, or a family member, or a friend been laid-off, fired, or forced out of a job because of age?”*

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=477)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=274)	\$50K+ (n=308)
Yes	14%	19%	20%	14%	14%	17%	22%	21%	17%	16%
No	85%	80%	78%	83%	85%	79%	74%	79%	83%	82%
Not sure	1%	2%	2%	3%	1%	3%	4%	-	1%	2%
Don't know	1%	-	-	-	<1%	-	-	-	-	1%

3b. "Have they, or a family member, or a friend been encouraged to retire early because of age?"

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=477)	Retired (n=213)	Other (n=115)	<\$20K (n=79)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Yes	15%	14%	20%	17%	14%	18%	17%	24%	18%	12%
No	84%	85%	80%	79%	85%	79%	80%	76%	81%	86%
Not sure	1%	1%	1%	3%	1%	3%	3%	-	1%	1%
Don't know	-	-	-	1%	-	<1%	-	-	-	-

3c. "Have they, or a family member, or a friend not been hired for a job because of age?"

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=477)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Yes	11%	20%	17%	8%	16%	9%	15%	16%	15%	13%
No	87%	77%	82%	90%	83%	89%	78%	81%	83%	86%
Not sure	2%	2%	1%	2%	1%	1%	6%	3%	2%	2%
Don't know	-	-	-	-	-	-	1%	-	<1%	-

3d. "Have they, or a family member, or a friend received unwelcome comments in workplace because of age?"

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=307)
Yes	9%	19%	16%	14%	14%	16%	9%	20%	15%	13%
No	86%	78%	78%	77%	83%	76%	84%	78%	83%	82%
Not sure	4%	4%	5%	6%	3%	7%	6%	1%	2%	5%
Don't know	1%	-	1%	2%	<1%	1%	2%	1%	1%	<1%

3e. "Have they, or a family member, or a friend been passed up for a raise because of age?"

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=213)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Yes	6%	13%	9%	12%	10%	9%	10%	15%	11%	7%
No	89%	82%	87%	80%	88%	84%	81%	83%	86%	88%
Not sure	3%	4%	4%	8%	2%	7%	7%	3%	3%	4%
Don't know	1%	-	-	1%	1%	-	3%	-	1%	1%

3f. "Have they, or a family member, or a friend been passed up for a promotion because of age?"

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=213)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Yes	10%	17%	15%	13%	13%	13%	14%	14%	16%	12%
No	85%	79%	80%	78%	85%	78%	77%	80%	82%	83%
Not sure	4%	3%	5%	8%	3%	8%	6%	5%	2%	4%
Don't know	1%	-	-	1%	<1%	1%	3%	1%	1%	1%

3g. "Have they, or a family member, or a friend been denied access to training/new skills because of age?"

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=476)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=308)
Yes	8%	13%	13%	7%	10%	10%	10%	16%	10%	8%
No	88%	83%	81%	83%	87%	79%	84%	81%	86%	87%
Not sure	4%	3%	6%	9%	3%	10%	5%	3%	3%	5%
Don't know	1%	-	-	1%	<1%	1%	1%	-	<1%	1%

Table 4.

Utah Resident Support for Expanding Utah Age Discrimination Law to Include Businesses with Fewer Than 15 Employees

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=477)	Retired (n=213)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=275)	\$50K+ (n=307)
Strongly Support	37%	44%	46%	23%	41%	32%	36%	31%	39%	43%
Somewhat Support	39%	42%	32%	33%	38%	34%	42%	35%	37%	39%
Somewhat Oppose	8%	5%	7%	10%	8%	9%	4%	6%	9%	5%
Strongly Oppose	7%	3%	4%	10%	6%	7%	6%	6%	4%	7%
Don't know	5%	2%	5%	12%	3%	10%	5%	9%	6%	3%
Not Sure	4%	4%	5%	12%	4%	8%	7%	13%	6%	3%
Refused	-	-	-	1%	<1%	1%	-	-	<1%	-

Table 5

Utah Respondents And Voting For Candidate That Supports Expansion Of State Age Discrimination Law

Response of Utah Respondents	Age				Work Status			Income		
	40-49 (n=322)	50-59 (n=210)	60-69 (n=129)	70+ (n=144)	Employed (n=477)	Retired (n=214)	Other (n=115)	<\$20K (n=80)	\$20K-\$49K (n=276)	\$50K+ (n=308)
Much more likely to vote for candidate	5%	9%	12%	6%	6%	9%	10%	9%	7%	7%
Somewhat more likely to vote for candidate	28%	30%	32%	19%	32%	21%	20%	25%	28%	33%
Somewhat less likely to vote for candidate	5%	4%	6%	7%	5%	8%	3%	5%	7%	5%
Much less likely to vote for candidate	1%	1%	1%	4%	1%	3%	2%	1%	1%	1%
Would make no difference	52%	52%	43%	51%	51%	49%	54%	54%	51%	47%
Don't know	7%	4%	6%	13%	5%	10%	11%	6%	6%	7%

Appendix B
Annotated Questionnaire

AARP - UTAH RESULTS

Conducted: October 17-24, 2001

Sample size: 860 completed interviews

Unweighted n=806, Weighted n=806

Sampling Error = ± 3.5 percent

Responses weighted by age

Percentages may not add to 100 percent due to rounding

Hello, I'm _____ from Dan Jones & Associates. We're conducting a brief survey in Utah among state respondents to better understand their work experiences and gauge their opinions about employment issues in Utah. This research is for Utah respondents age 40 and over. Is there someone in the household age 40 or older? (IF MORE THAN ONE AGE 40 OR OLDER - "May I speak to the person age 40 or older who has had the last birthday?")

We would really like to include your opinions in our study and assure you that all of your answers would remain completely confidential.

(IF NECESSARY: I assure this is not a sales call and you will not be asked to buy anything either now or later). All of your responses will be kept entirely confidential and used only as part of a group opinion. (IF NECESSARY: No names or phone numbers will be released to anyone as a result of your participation in this survey).

1. Over the past year, have you heard, seen or read anything in the news about age discrimination in the workplace?

38%	Yes
59%	No
3%	(DON'T READ) Don't know
0%	(DON'T READ) Refused

Now I'm going to read to you some statements people have made about work and retirement.

Do you agree or disagree that [ROTATE A THROUGH D]. Is that strongly or somewhat?

2. (2a) Nobody should be forced to retire because of age if they want to continue working

68%	Strongly Agree
21%	Somewhat Agree
5%	Somewhat Disagree
3%	Strongly Disagree
2%	(DON'T READ) Don't know
0%	(DON'T READ) Refused

(CONT.)

3. (2b) Most employers discriminate against older workers

20% Strongly Agree
34% Somewhat Agree
22% Somewhat Disagree
10% Strongly Disagree
14% (DON'T READ) Don't know
<1% (DON'T READ) Refused

4. (2c) Older people should be forced to retire at some age in order to open up jobs and promotions for younger people

3% Strongly Agree
13% Somewhat Agree
33% Somewhat Disagree
46% Strongly Disagree
5% (DON'T READ) Don't know
0% (DON'T READ) Refused

5. (2d) Most older workers can perform as well on the job as most younger workers

42% Strongly Agree
35% Somewhat Agree
8% Somewhat Disagree
3% Strongly Disagree
12% (DON'T READ) Don't know
0% (DON'T READ) Refused

Since turning 40, have you or a family member or a friend experienced any of the following because of age
[IF NECESSARY: READ 'BECAUSE OF AGE' AFTER A-G]

	<u>Yes</u>	No	<u>Not Sure</u>	Don't know (VOL)	Refuse (VOL)
6. (3a) Not been hired for a job:	14%	84%	2%	<1%	0%
7. (3b) Been passed up for a raise:	10%	85%	4%	1%	0%
8. (3c) Been passed up for a promotion or a chance to get ahead:	13%	82%	5%	1%	0%
9. (3d) Been denied access to training or the opportunity to acquire new skills:	10%	85%	5%	1%	0%
10. (3e) Been laid off, fired, or forced out of a job:	16%	82%	2%	<1%	0%
11. (3f) Been encouraged to retire before you or they were ready:	16%	83%	2%	<1%	0%
12. (3g) Received or been exposed to unwelcome comments about age in the workplace:	14%	81%	4%	1%	0%

13. (4) State and federal laws against age discrimination make it illegal for employers or job placement firms to indicate a preference for workers of a certain age. These laws also make it illegal for employers or job placement firms to retaliate against anyone who complains about age discrimination. Each of the 50 states has an age discrimination law, some more generous than the federal law.

Currently in Utah, people age 40 and older that work for an employer with fewer than 15 employees may NOT file an age discrimination complaint against their employer. About 1 in every 10 Utah worker is employed by a firm with fewer than 15 employees.

Do you support or oppose expanding the age discrimination law so it covers businesses in Utah with fewer than 15 employees? Is that strongly or somewhat?

38%	Strongly Support
38%	Somewhat Support
8%	Somewhat Oppose
6%	Strongly Oppose
5%	Not Sure
5%	(DON'T READ) Don't know
0%	(DON'T READ) Refused

14. (5) If a candidate for state office in Utah supported changing the current state age discrimination law to include businesses with fewer than 15 employees, would you be more or less likely to vote for that candidate or wouldn't it make a difference to you?Is that much more, somewhat more or much less or somewhat less? Or wouldn't this make a difference to you?

8%	Much more likely
28%	Somewhat more likely
5%	Somewhat less likely
2%	Much less likely
51%	Would make no difference
7%	(DON'T READ) Don't know
0%	(DON'T READ) Refused

My last few questions are for classification purposes only!

15. (D1) What is your marital status? Are you currently.....

78%	Married
6%	Divorced
1%	Separated
10%	Widowed
5%	Or have you never been married?
<1%	Living with partner
<1%	(DON'T READ) DON'T KNOW
<1%	(DON'T READ) REFUSED

16. (D2) What is your age as of your last birthday? [RECORD IN YEARS] _____ Years

(YEARS COLLAPSED)

40%	40-49
26%	50-59
16%	60-69
18%	70 and older
<1%	(DON'T READ) (DK/Refused)

17. (D3) What is your zip code? 8 4 _____

18. (D4) Which of the following categories includes the last year or grade of school you have completed?
(READ)

2%	Some high school or less
24%	High school graduate
34%	Some college or technical school
29%	College graduate
10%	Post-graduate studies or degree
1%	(DON'T READ) (DK/Refused)

19. (D5) Are you Hispanic, Spanish, or Latino?

2%	Yes
96%	No
0%	(DON'T READ) DON'T KNOW
1%	(DON'T READ) REFUSED

20. (D6) What race or ethnic group do you consider yourself?

<1%	Black
94%	White
<1%	Asian
<1%	Native American or Alaskan Native
0%	Hawaiian or Pacific Islander
2%	Other race/ethnic group
0%	(DON'T READ) DON'T KNOW
2%	(DON'T READ) REFUSED

21. (D7) And are you currently.....

- 48% Employed full-time
- 11% Employed part-time
- 27% Retired and not working
- 10% Homemaker
- 2% Unemployed and looking for work
- 2% Or something else? [Specify: _____]
- 0% (DON'T READ) DON'T KNOW
- <1% (DON'T READ) REFUSED

22. (D8) For statistical purposes only, what was your annual household income before taxes in 2000? Was it.... (READ)

- 3% Less than \$10,000
- 7% \$10,000 to \$19,999
- 10% \$20,000 to \$29,999
- 11% \$30,000 to \$39,999
- 13% \$40,000 to \$49,999
- 20% \$50,000 to \$74,999
- 18% or was your income \$75,000 or more
- 2% (DON'T READ) DON'T KNOW
- 16% (DON'T READ) REFUSED

(D9) And, finally, may I verify that I reached you at: (WRITE TELEPHONE NUMBER)

(801)_____

Thank you for participating!

23. Interviewer recorder gender from voice only:

- 50% Male
- 50% Female