

# ***Baydin & Brandt Employment Law Blog***

## **WOMEN OVER 50: Age and Sex Discrimination Bundled**



As recently reported in the [New York Times](#) on Jan. 2, 2016, older women over 50 encounter many difficulties in the employment marketplace. We have seen a proliferation in our law practice of professional women in the over 50 age group experiencing discrimination on the job, and for those who have lost their jobs, further obstacles in obtaining reemployment. “A [new study on long-term unemployment from the Federal Reserve Bank of St. Louis](#) found that the prospects for women over 50 darkened after the Great Recession. In 2006-7, before the downturn hit, less than a quarter of the unemployed in this group had been out of work for more than six months. “ The picture is also grim for women professionals in the age group who are being “reorganized” out of high salaried jobs currently. By 2012-13, according to the Federal Reserve study, older jobless women accounted for half of the long-term unemployed. While our office cannot “save” women’s jobs, we provide advice on how they can position themselves to stay longer in these jobs so as to accrue Retiree Health Benefits, short and long term vesting rights and other benefits. Besides identifying and pursuing discrimination claims on the basis of sex and age, we help negotiate better severance packages for these displaced women.

## ***Baydin & Brandt***

90 Maple Ave, Morristown, NJ 07960

(973) 267-7758 or (973) 328-2630

[www.baydinbrandtlaw.com](http://www.baydinbrandtlaw.com)