

Ask the Lawyer



By Bill Bransford

Q&A Session: Retirement Date Query

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Ask the Lawyer received the following question (paraphrased for easier reading and clarity) from a reader on a legal matter that might be of interest to the entire audience.

Q:

My supervisor and manager are pressuring me to provide my anticipated retirement date. They have not authorized my attendance at a retirement course, so I do not want to provide the date. Do they have the authority to require me to answer this question?

A:

Your supervisor and his manager may ask you about your anticipated retirement date. You do not have to answer, and if you do, most of the time, you can change your mind. The only downside for your supervisor in asking the question is that the asking of the question could be evidence of age discrimination. Although, without more evidence, the asking of the question alone is probably not sufficient to prove age discrimination.

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