

117TH CONGRESS  
2D SESSION

# H. R. 9327

To establish in the Department of Labor an Older Workers' Bureau, to establish grant programs related to employment of older workers, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 17, 2022

Mr. BEYER (for himself and Ms. NEWMAN) introduced the following bill;  
which was referred to the Committee on Education and Labor

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## A BILL

To establish in the Department of Labor an Older Workers' Bureau, to establish grant programs related to employment of older workers, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Older Workers’ Bureau  
5       Act”.

6       **SEC. 2. FINDINGS; PURPOSE.**

7       (a) FINDINGS.—Congress finds the following:

8               (1) Of the 9 million jobs expected to be added  
9       by 2030, more than half, 4.7 million, will be filled

1 by workers over 55, according to the U.S. Bureau of  
2 Labor Statistics.

3 (2) From 1995 to 2020, the share of older  
4 workers more than doubled, to nearly 25 percent  
5 from 12 percent.

6 (3) About 40 percent of middle-class older  
7 workers will be downwardly mobile into poverty or  
8 near poverty in the next ten years when they reach  
9 their sixties in part because of lack of employment  
10 or low wages.

11 (4) The labor market experience of older work-  
12 ers is shaped by structural ageism, which carries  
13 unproven beliefs that older workers are not  
14 trainable, move slow, are expensive, and get sick too  
15 often.

16 (5) Older workers who have less formal edu-  
17 cation, earn lower wages, or who are Black or His-  
18 panic tend to experience much worse health than  
19 those who are more advantaged and need more ac-  
20 commodation at work and safer working conditions.

21 (6) Physically and psychologically difficult  
22 working conditions are widespread and damaging for  
23 older workers.

1           (7) Older workers are more likely to be involun-  
2       tary part time, gig, or temporary workers than for  
3       prime age workers.

4           (8) Nearly 30 percent of older women work in  
5       low wage jobs and most are considered working  
6       poor.

7           (9) Concern about age discrimination amongst  
8       older workers has reached its highest level in nearly  
9       decades.

10          (10) More than 1,000,000 older workers were  
11       pushed out or voluntarily left the labor force during  
12       the COVID–19 pandemic.

13          (11) While some older workers have returned to  
14       the labor force since the beginning of the COVID–  
15       19 pandemic, many have struggled to obtain work  
16       and others fear returning to unsafe working condi-  
17       tions.

18          (12) The labor force participation rate and em-  
19       ployment population ratio of older workers both de-  
20       clined due to the COVID–19 pandemic and neither  
21       have fully recovered.

22          (13) Older workers need specific policy consid-  
23       eration and assistance that could be met by estab-  
24       lishing an Older Workers’ Bureau within the De-  
25       partment of Labor.

1 (b) PURPOSE.—It is the purpose of this Act to pro-  
2 mote productive, inclusive, and welfare-enhancing employ-  
3 ment opportunities and workplaces for older workers  
4 through research, policy development, outreach, and grant  
5 programs.

6 **SEC. 3. OLDER WORKER’S BUREAU.**

7 (a) ESTABLISHMENT.—There is established in the  
8 Department of Labor a bureau to be known as the “Older  
9 Workers’ Bureau” (in this section referred to as the “Bu-  
10 reau”).

11 (b) PERSONNEL.—

12 (1) DIRECTOR.—

13 (A) APPOINTMENT.—Not later than one  
14 after the date of enactment of this Act, the  
15 President shall appoint a Director to lead the  
16 Bureau.

17 (B) INCLUSION IN EXECUTIVE SCHED-  
18 ULE.—Section 5315 of title 5, United States  
19 Code, is amended by adding at the end the fol-  
20 lowing:

21 “Director of the Older Workers’ Bureau, Department  
22 of Labor.”.

23 (2) STAFF.—The Secretary of Labor, acting  
24 through the Director, shall employ such staff as the  
25 Secretary determines necessary to carry out the

1 functions of the Bureau, at such rates of pay as the  
2 Secretary may provide.

3 (c) FUNCTIONS.—The Bureau shall promote the wel-  
4 fare, improve the working conditions, increase the effi-  
5 ciency, and advance the employment opportunities of older  
6 workers, including by carrying out the following functions:

7 (1) Research and coordination relating to—

8 (A) age discrimination and how age dis-  
9 crimination is addressed;

10 (B) the wages paid to older workers, in-  
11 cluding whether such wages appropriately re-  
12 flect experience;

13 (C) the job security of older workers, in-  
14 cluding—

15 (i) the probability of job loss; and

16 (ii) whether there are resources avail-  
17 able in the event of job loss;

18 (D) the state of retirement readiness of  
19 older workers and the impact of Federal policies  
20 regarding retirement for older workers; and

21 (E) the impact of Federal policies towards  
22 the equity (including with respect to race, sex,  
23 education, and residence) of older workers and  
24 their retirement.

25 (2) Policy development.

1           (3) Outreach and education.

2           (4) Grant program administration.

3           (5) Coordinating Federal research relating to  
4 older workers.

5           (6) Improving access to data on the economic  
6 situation of older workers in the labor force or those  
7 marginally attached to the labor force.

8       (d) OFFICE QUARTERS.—The Secretary of Labor  
9 shall furnish sufficient quarters, office furniture, and  
10 equipment as the Secretary determines necessary to carry  
11 out the functions of the Bureau.

12       (e) REPORT.—The Director—

13           (1) shall submit to the Secretary of Labor an-  
14 nual reports that—

15               (A) describe the activities of the Bureau,  
16 including with respect to the functions de-  
17 scribed in subsection (c); and

18               (B) make recommendations to promote the  
19 welfare, improve the working conditions, in-  
20 crease the efficiency, and advance the employ-  
21 ment opportunities of older workers; and

22           (2) may publish each such report, as directed  
23 by the Secretary.

24       (f) APPLICABILITY.—The Secretary of Labor shall  
25 take such actions as are necessary to ensure the Bureau

1 is operational not later than one year after the date of  
2 enactment of this Act.

3 (g) OLDER WORKER DEFINED.—In this Act, the  
4 term “older worker” means an individual at least 55 years  
5 of age who is employed, seeking employment, or margin-  
6 ally attached to the labor force.

7 **SEC. 4. RESEARCH GRANTS.**

8 Not later than 180 days after the date on which the  
9 Older Workers’ Bureau is established, the Secretary, act-  
10 ing through the Director of the Older Workers’ Bureau,  
11 shall carry out a program to award, on a competitive basis,  
12 grants to facilitate—

13 (1) research into gaps in existing literature and  
14 research (as determined by the Secretary); and

15 (2) targeted studies designed to direct policies.

16 **SEC. 5. GRANTS TO COMBAT STRUCTURAL AGEISM.**

17 (a) IN GENERAL.—Not later than 180 days after the  
18 date on which the Older Workers’ Bureau is established,  
19 the Secretary, acting through the Director of the Older  
20 Workers’ Bureau, shall carry out a program to award, on  
21 a competitive basis, grants to covered institutions to—

22 (1) facilitate activities, services, and programs  
23 to improve the welfare of older workers;

24 (2) combat structural ageism;

1           (3) improve employment opportunities for older  
2       workers; and

3           (4) create a more diverse and inclusive work-  
4       place.

5       (b) PRIORITY.—In making grants under subsection  
6 (a), the Secretary shall give priority to a covered institu-  
7 tion that is located in an area that has no traditional em-  
8 ployment or training programs specifically targeted to dis-  
9 advantaged older workers.

10       (c) PROHIBITION ON DISCRIMINATORY GRANTS.—  
11 The Secretary may not make a grant to a covered institu-  
12 tion if the Secretary determines that such grant would en-  
13 courage other forms of discrimination.

14       (d) COVERED INSTITUTIONS DEFINED.—For the  
15 purposes of this section, the term “covered institution”  
16 means any of the following:

17           (1) An employer.

18           (2) An employer association.

19           (3) A labor union.

20           (4) A nonprofit with expertise in older workers.

21           (5) A worker organization.

22           (6) Other institutions determined appropriate  
23       by the Secretary.



1 **SEC. 6. AUTHORIZATION OF APPROPRIATIONS.**

2       To carry out sections 4 and 5, there is authorized  
3 to be appropriated \$7,000,000 for each fiscal year after  
4 fiscal year 2023.

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