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(Original Signature of Member)

119TH CONGRESS  
2D SESSION

**H. R.**

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To establish in the Department of Labor an Older Workers' Bureau, to establish a data hub and a technical assistance center at the Department of Labor related to employment of older workers and the effect of older employment on retirement security, to establish grant programs related to the employment of older workers, and for other purposes.

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**IN THE HOUSE OF REPRESENTATIVES**

Mr. BEYER introduced the following bill; which was referred to the Committee on \_\_\_\_\_

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**A BILL**

To establish in the Department of Labor an Older Workers' Bureau, to establish a data hub and a technical assistance center at the Department of Labor related to employment of older workers and the effect of older employment on retirement security, to establish grant programs related to the 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,*

**1 SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Older Workers’ Bureau  
3 Act”.

**4 SEC. 2. FINDINGS; PURPOSE.**

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

6 (1) Of the 5,350,000 workers expected to be  
7 added to the United States Workforce over the next  
8 10 years, 2,070,000 will be older than 55, according  
9 to the Bureau of Labor Statistics.

10 (2) From 2004 to 2024, the share of older  
11 workers in the labor force grew from 16 percent to  
12 over 23 percent.

13 (3) Under the Supplemental Poverty Measure  
14 (SPM) the older adult poverty rate went up to 15  
15 percent in 2024 from 9.5 percent during the  
16 COVID-19 pandemic.

17 (4) Older adults in the bottom 20 percent of  
18 wealth died on average 9 years earlier than those in  
19 the top 20 percent.

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

23 (6) Older workers are more likely to be involun-  
24 tary part time, gig, or temporary workers than  
25 prime age workers.

4 (8) Concern about age discrimination amongst  
5 older workers reached a record high during the  
6 COVID-19 pandemic and remains consistently and  
7 persistently high at 64 percent.

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

16 (11) Significant numbers of women between the  
17 age of 55 and 64 have unexpected workforce exits  
18 due to health and care giving responsibilities.

19 (12) Older workers need specific policy consid-  
20 eration and assistance that could be met by estab-  
21 lishing an Older Workers' Bureau within the De-  
22 partment of Labor.

23 (b) PURPOSE.—It is the purpose of this Act to pro-  
24 mote productive, inclusive, and welfare-enhancing employ-  
25 ment opportunities and workplaces for older workers

1 through research, policy development, outreach, and grant  
2 programs.

3 **SEC. 3. DEFINITIONS.**

4 For the purposes of this Act:

5 (1) BUREAU.—The term “Bureau” means the  
6 Older Workers’ Bureau established under section  
7 4(a).

8 (2) DIRECTOR.—The term “Director” means  
9 the Director of the Older Workers’ Bureau.

10 (3) OLDER WORKER.—The term “older worker”  
11 means an individual who—

12 (A) is not younger than 55 years of age;  
13 and

14 (B)(i) is employed;

15 (ii) is seeking employment; or

16 (iii) wants employment, is available for em-  
17 ployment, and has sought employment within  
18 the preceding 12 months.

19 (4) SECRETARY.—The term “Secretary” means  
20 the Secretary of Labor.

21 **SEC. 4. OLDER WORKER’S BUREAU.**

22 (a) ESTABLISHMENT.—There is established in the  
23 Department of Labor a bureau to be known as the “Older  
24 Workers’ Bureau”, which shall be under the direction of  
25 the Director of the Older Workers’ Bureau.

1 (b) PERSONNEL.—

2 (1) DIRECTOR.—

11                   “Director of the Older Workers’ Bureau, De-  
12                   partment of Labor.”.

23 (c) FUNCTIONS.—The Director shall promote the  
24 welfare and improve the working conditions of older work-  
25 ers, increase the efficiency, capacity, and coordination of

1 programs serving older workers, and advance the employ-  
2 ment opportunities of older workers, including by carrying  
3 out, with respect to older workers, the following:

4 (1) Research relating to—

5 (A) public benefits that support—  
6 (i) the economic and financial security  
7 of such workers; and

8 (ii) access and retention of safety net  
9 supports for such workers who earn an an-  
10 nual income that is not more than 200  
11 percent of the Federal poverty guidelines;

12 (B) access for such workers to—

13 (i) leave under the Family and Med-  
14 ical Leave Act of 1993 (29 U.S.C. 2601 et  
15 seq.); and

16 (ii) workplace flexibility opportunities  
17 to support the needs of such workers with  
18 respect to managing personal health and  
19 caregiving responsibilities;

20 (C) tailored, person-centered approaches to  
21 job training and adult education (including on  
22 soft skills, financial literacy education, and dig-  
23 ital literacy) for such workers;

1 (D) access to savings and tax-advantaged  
2 opportunities for such workers to provide a  
3 path toward a financially secure retirement;

4 (E) age discrimination in the workplace,  
5 including how such discrimination is, and could  
6 be, addressed and how such discrimination im-  
7 pacts such workers;

(F) wages paid to such workers, including whether such wages are commensurate with experience;

11 (G) job security for such workers, includ-  
12 ing—

13 (i) the probability of job loss; and  
14 (ii) resources available to such work-  
15 ers in the event of job separation;

16 (H) retirement readiness for such workers,  
17 including the impact of Federal policies on re-  
18 tirement readiness for such workers; and

19 (I) the impact of Federal policies on the  
20 equitable treatment (including with respect to  
21 race, sex, sexual orientation, gender identity,  
22 education, ability, and residence) of such work-  
23 ers and their retirement.

## 24 (2) Policy development.

### 25 (3) Outreach and education.

1 (4) Grant program administration.

4 (6) Improving access to data on the economic  
5 situation of such workers.

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

10 (e) REPORT.—The Director—

13 (A) on the activities of the Bureau with re-  
14 spect to older workers, including with respect to  
15 the functions described in subsection (c);

16 (B) that catalogs Federal programs that  
17 support the employment, economic success, and  
18 well-being of such workers;

19 (C) that identifies issues with respect to  
20 such workers that may be improved with Fed-  
21 eral support; and

22 (D) that makes recommendations to pro-  
23 mote the welfare and economic and financial se-  
24 curity, improve the working conditions, increase  
25 the efficiency, capacity, and coordination of pro-

1           grams serving older workers, and advance the  
2           employment opportunities of such workers; and  
3           (2) may publish such report, as directed by the  
4           Secretary.

5 (f) CONSULTATION.—In carrying out the functions of  
6 the Bureau, the Secretary, acting through the Director,  
7 may consult with—

10 (A) the Social Security Administration, in-  
11 cluding the Office of Retirement and Disability  
12 Policy;

13 (B) the Department of Health and Human  
14 Services, including the Administration for Com-  
15 munity Living, the Centers for Medicare and  
16 Medicaid Services, the National Institute for  
17 Occupational Safety and Health, and the Na-  
18 tional Institute on Aging;

19 (C) the Equal Employment Opportunity  
20 Commission;

21 (D) the Department of Veterans Affairs;

22 (E) the Department of the Treasury, in  
23 cluding the Internal Revenue Service; and

24 (F) the Department of Housing and Urban  
25 Development; and

3 (g) APPLICABILITY.—The Secretary shall take such  
4 actions as are necessary to ensure the Bureau is oper-  
5 ational not later than 1 year after the date of enactment  
6 of this Act.

## 7 SEC. 5. RESEARCH GRANTS.

8        Not later than 180 days after the date on which the  
9    Bureau is operational, the Secretary, acting through the  
10   Director, shall carry out a program to award, on a com-  
11   petitive basis, grants to facilitate, with respect to older  
12   workers, research—

13 (1) designed to identify areas that could benefit  
14 from additional research for the purposes of—

15 (A) identifying and eliminating barriers to  
16 securing employment, job retention, and reem-  
17 ployment for such workers; and

18 (B) identifying policies that the Federal  
19 government may implement to assist such work-  
20 ers; and

23 SEC. 6. GRANTS TO COMBAT STRUCTURAL AGEISM.

24 (a) IN GENERAL.—Not later than 180 days after the  
25 date on which the Bureau is operational, the Secretary,

1 acting through the Director, shall carry out a program to  
2 award, on a competitive basis, grants to covered institu-  
3 tions to—

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

6 (2) combat structural ageism;

7 (3) improve employment opportunities for older  
8 workers; and

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

11 (b) PRIORITY.—In making grants under subsection  
12 (a), the Secretary shall give priority to a covered institu-  
13 tion that is located in an area that has no training pro-  
14 grams specifically targeted to disadvantaged older work-  
15 ers.

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

19 (1) An employer.

20 (2) An employer association.

21 (3) A labor organization.

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

23 (5) A worker organization.

24 (6) Another institution determined appropriate  
25 by the Secretary.

**1 SEC. 7. AUTHORIZATION OF APPROPRIATIONS.**

2 To carry out sections 5 and 6, there is authorized  
3 to be appropriated \$10,000,000 for each fiscal year after  
4 fiscal year 2027.