



June 23, 2021

The Honorable Bobby Scott
3rd District of Virginia
2328 Rayburn HOB
Washington, DC 20515

Dear Chairman Scott,

On behalf of our more than 2.3 million members across the country, the Association of Mature American Citizens (AMAC) is writing in support of the Protecting Older Workers Against Discrimination Act of 2021, H.R. 2062. This bipartisan legislation levels the playing field for older workers in America by legally recognizing age discrimination in the workplace.

In 2009, the Supreme Court placed aging Americans need for strong workplace protections on the backburner in the *Gross v. FBL Financial Services* decision which weakened protection rights under the Age Discrimination in Employment Act (ADEA). Under ADEA workers that face age discrimination must comply to a higher standard of proof compared to other discriminatory offenses such as race, sex, and religion. Prior to the ruling, a discriminatory claim needed to be supported by proof that discrimination was a contributing factor in an employment decision. Currently, a worker facing age discrimination must prove it was the deciding factor for the decision. The Supreme Court rule set a precedence that age discrimination is not an equivalent discriminatory offense, therefore acceptable in the workplace. For AMAC members this is unacceptable, and we fully support your legislation to fix this change.

The Protecting Older Workers Against Discrimination Act would restore the pre-*Gross* standards recognizing the legitimacy of age discrimination in the workplace. We appreciate the bipartisan effort by Congressman Scott (VA-03) for introducing this commonsense solution. AMAC is proud to support the Protecting Older Workers Against Discrimination Act and urges all members to vote in favor of this legislation.

Sincerely,

A handwritten signature in black ink that reads "Bob Carlstrom". The signature is written in a cursive, flowing style.

Bob Carlstrom
President
AMAC Action