Dear Speaker Pelosi and Leader McCarthy:

On behalf of our nearly 38 million members and all older Americans nationwide, AARP writes in support of H.R. 3992, the Protect Older Job Applicants Act (POJA), important legislation sponsored by Rep. Sylvia Garcia (D-TX) to protect older job applicants against age discrimination.

Older workers are valuable assets to their employers and the economy, and additional protections are needed as the country recovers from COVID-19. Despite their value, 78 percent of older workers reported having seen or experienced age discrimination in the workplace in 2020, up markedly from 61 percent in 2018. The pandemic has significantly diminished the job prospects and future retirement security of older workers. Americans age 55 and up experience long-term unemployment at a higher rate compared to younger job seekers and age discrimination makes it harder for them to return to the workforce.

We are pleased that this bill extends Age Discrimination in Employment Act (ADEA) protections to job applicants so everyone will have an equal opportunity when applying for a job. H.R. 3992 complements the Protecting Older Workers Against Discrimination Act (H.R. 2062), a bipartisan, commonsense bill that the House of Representatives passed on June 23. POJA goes a step further to ensure the legal rights of applicants for jobs are protected as well.

AARP strongly supports POJA and urges you to enact it as soon as possible. If you have any questions, please feel free to contact me, or have your staff contact Holly Biglow on our Government Affairs staff at hbiglow@aarp.org or (202) 570-3760.

Sincerely,

Bill Sweeney
Senior Vice President
Government Affairs