Protecting Older Workers Against Discrimination Act
National Public Opinion Report

Research Conducted by GS Strategy Group

June 2012
About Us

AARP

AARP is a nonprofit, nonpartisan organization with a membership that helps people 50+ have independence, choice and control in ways that are beneficial and affordable to them and society as a whole. AARP does not endorse candidates for public office or make contributions to either political campaigns or candidates. We produce AARP The Magazine, the definitive voice for 50+ Americans and the world's largest-circulation magazine with over 35.1 million readers; AARP Bulletin, the go-to news source for AARP's millions of members and Americans 50+; AARP VIVA, the only bilingual U.S. publication dedicated exclusively to the 50+ Hispanic community; and our website, AARP.org. AARP Foundation is an affiliated charity that provides security, protection, and empowerment to older persons in need with support from thousands of volunteers, donors, and sponsors. We have staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands.

GS Strategy Group

GSSG helps corporations and membership organizations proactively manage reputations to stay in step with public opinion and voter behavior and a step ahead of the public policy curve. We accomplish this through careful amassing and analysis of survey research and disciplined application of the results.

Led by some of the country's most experienced corporate and political strategists, GSSG provides its clients with a sophisticated understanding of the forces driving public opinion and a complete communications approach. This not only positions them at the forefront of opinion trends, but enables them to anticipate and benefit from future trends and behavior. GSSG recognizes that an organization’s brand and reputation are strongest when its image is firmly aligned with trends in public opinion and consumer behavior.

Methodology

AARP commissioned GS Strategy Group of Boise, ID to conduct this research. Survey data was conducted via telephone May 14-20, 2012 among a random sample of 1,000 registered voters age 50 and over stratified by geography to be proportional to Census 2010 data for those age 50+ across the country. The margin of error for a sample of 1,000 randomly selected respondents is +/- 3.1 percentage points at the 95% confidence level. All inquiries about this report should be directed to AARP Media Relations at (202) 434-2560.
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Key Survey Findings

- Over one-third of older American voters report that they or someone they know has experienced age discrimination in the workplace.
- Roughly 8 in 10 older American voters say:
  - It is important for Congress to take action and restore workplace protections against age discrimination (81%).
  - Across party and ideological lines, they support the Protecting Older Workers Against Discrimination Act (POWADA) (78%).

Since the mid-1980s, older workers have been working longer. The decline of traditional pensions, inadequate savings, and now the losses in jobs and wealth due to the Great Recession mean that millions of older Americans face a future of economic insecurity unless they are able to work. The unemployment rate for older workers has soared in recent years, and once out of work, older jobseekers experience far longer spells of unemployment – well over a year, on average – than their younger counterparts. Age discrimination is one of the significant reasons why it takes so much longer for older jobseekers to become reemployed. It can also pose barriers to those who want to stay employed or advance in their jobs.

In 2009, the US Supreme Court changed the rules and decided that workers who assert they were discriminated against because of their age would have to do more than prove that age was one factor behind how they were treated, which had been the law for everyone for decades. Unlike the rules that apply to workers who have been discriminated against due to race, sex, nationality, and religion, older workers must now prove that age was the decisive factor, making it far more difficult to prove their case. A bipartisan group of lawmakers has introduced legislation, the Protecting Older Workers Against Age Discrimination Act (POWADA), to restore the previous legal rules and protections that existed before the 2009 decision.

To determine public views on older workers, age discrimination, and the Protecting Older Workers Against Age Discrimination Act (POWADA), AARP commissioned GS Strategy Group to conduct a national survey. The survey was conducted by telephone from May 14 through May 20, 2012 with a random sample of 1,000 registered voters age 50 and over stratified by geography to be proportional to Census 2010 data for those age 50+ across the country. Results were then weighted by party affiliation. The margin of error for a sample of 1,000 randomly selected respondents is +/- 3.1 percentage points at the 95% confidence level. The full annotated questionnaire appears in the Appendix.
Finding: High Cost of Living, Making Ends Meet, and Saving for Retirement Require Americans 50+ to Work Longer

Ninety-two percent of respondents agree that the high cost of gas, health care, food, and housing requires many Americans to work longer in order to rebuild their retirement savings, with 71% strongly agreeing (figure 1). Furthermore, 92% agree that older Americans are putting off retirement either to make ends meet or to save money for retirement (figure 1).

### Figure 1 - Most Agree Americans 50+ Are Having to Postpone Retirement, Work Longer.

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>71%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>21%</td>
</tr>
<tr>
<td>Total</td>
<td>92%</td>
</tr>
</tbody>
</table>

The high cost of gas, health care, food and housing requires many Americans to work longer in order to rebuild retirement savings.

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>66%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>26%</td>
</tr>
<tr>
<td>Total</td>
<td>92%</td>
</tr>
</tbody>
</table>

Older Americans are putting off their retirements in order to work longer to make ends meet or save money for retirement.

Finding: Roughly Two-thirds of Non-Retirees Are Not Yet Able or Unsure of Their Ability to Retire (65%); 16% of Retirees May Need to Return to Work

Only 29% of non-retirees say they have or are close to having enough to retire comfortably. Twenty-nine percent also say they will have to work for a number of years more to retire comfortably, with 36% unsure when they will be able to retire (figure 2). Among retirees, 16% say that they may need to return to work.

### Figure 2 - Which of the following best describes your current financial situation?

<table>
<thead>
<tr>
<th>Non-Retirees</th>
<th>Retirees</th>
</tr>
</thead>
<tbody>
<tr>
<td>You have or are close to having enough to retire comfortably.</td>
<td>29%</td>
</tr>
<tr>
<td>You have to work for a number of years to save enough to retire comfortably.</td>
<td>29%</td>
</tr>
<tr>
<td>You are unsure when you will be able to retire.</td>
<td>36%</td>
</tr>
<tr>
<td>You have already retired but may need to return to work.</td>
<td></td>
</tr>
<tr>
<td>You saved enough prior to retirement to live comfortably.</td>
<td></td>
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</tbody>
</table>
Finding: Three-fourths Are Concerned Age Could Be an Obstacle to Finding Work

Seventy-seven percent of respondents are concerned that their age would be an obstacle to finding work if they had to find a new job in the current economic climate. In fact, 56% say they are “very concerned” (figure 3).

<table>
<thead>
<tr>
<th>Figure 3 - If you had to find a new job in the current economic climate, how concerned are you that your age would be an obstacle to finding work?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very</td>
</tr>
<tr>
<td>Somewhat</td>
</tr>
<tr>
<td>Not Too</td>
</tr>
<tr>
<td>Not at All</td>
</tr>
</tbody>
</table>

Finding: Over Half Think People Age 50 and Older Face Age Discrimination in the Workplace; 34% Say They or Someone They Know Has Experienced Age Discrimination

Age discrimination is an issue of concern for Americans age 50 and over. Sixty-four percent of respondents think that people over age 50 face age discrimination in the workplace. Moreover, 34% report either they personally faced age discrimination in the last four years, or know someone who has, with 5% of total respondents having personally experienced age discrimination (figure 4).

<table>
<thead>
<tr>
<th>Figure 4 - Experience with Age Discrimination</th>
</tr>
</thead>
<tbody>
<tr>
<td>Based on what you have seen or experienced, do you think people over the age of 50 face age discrimination today in the workplace?</td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
<tr>
<td>Unsure</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
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</tbody>
</table>
Finding: Older Americans Feel Strongly That Age Discrimination Should Be Treated on Par With Other Forms of Job Discrimination

Nine in 10 respondents (90%) say that competent workers should be able to stay on the job regardless of their age. Accordingly, 91% agree that older Americans should be protected from age discrimination just as they are protected from other forms of discrimination, including a 73% supermajority of respondents who strongly agree (figure 5).

![Figure 5 - Equal Treatment](image)

Finding: More Than 8 out of 10 Think Congress Has a Role, Needs to Do More to Ensure Equal Job Opportunity for Americans Age 50+

Eighty-four percent agree that Congress needs to do more to ensure that people over 50 continue to have equal opportunity in the workplace, with 63% strongly agreeing (figure 6).

![Figure 6 - Congress Needs to Do More](image)
Finding: 50+ Voters Are Overwhelmingly Concerned about the Court’s Decision Making It Tougher for Older Workers, and Think It’s Important for Congress to Restore Legal Protections against Age Discrimination

Respondents were provided a brief description of the 2009 Supreme Court decision that changed the legal standards that apply to age discrimination. The 50+ public seems to understand the connection between the legal burden on workers challenging age discrimination and employer behavior. More than 8 in 10 (82%) agree that making it more difficult to prove age discrimination also makes it easier for employers to discriminate, e.g., by replacing older, higher paid workers with younger, lower paid workers.

Moreover, roughly 8 in 10 (81%) say that they think it is important for Congress to take action and restore the workplace protections older Americans had against age discrimination before the US Supreme Court decision, with the majority, 57%, saying that it is very important that Congress take action (figure 7).

Finding: 78% Favor the Protecting Older Workers Against Discrimination Act

Respondents were provided a brief summary of the Protecting Older Workers Against Discrimination Act (POWADA), then asked whether they favor or oppose the act. Seventy-eight percent favor the legislation (figure 8). Even more striking, almost 53% strongly favor it.
Finding: Support for POWADA Crosses Ideological and Party Lines

The support for POWADA is widespread, crossing ideological and party lines (figure 9). Favorable responses are at least 70% across all subgroups, with 50% of self-identified conservatives and independents saying they strongly favor the bill.

<table>
<thead>
<tr>
<th>Figure 9 - POWADA Favor/Oppose</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Total Favor</td>
</tr>
<tr>
<td>Strongly</td>
</tr>
<tr>
<td>Somewhat</td>
</tr>
<tr>
<td>Total Oppose</td>
</tr>
</tbody>
</table>

Finding: 77% Want Their Member of Congress to Support POWADA

At least two-thirds of respondents, again across ideological and party lines, say their Member of Congress should support legislation like POWADA (figure 10).

<table>
<thead>
<tr>
<th>Figure 10 - Would you want your member of Congress to support legislation like this?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<tr>
<td></td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
<tr>
<td>Don't Know</td>
</tr>
</tbody>
</table>

Finding: 62% Believe POWADA Will Help Older Americans Find Jobs and Keep Working

Respondents were asked what they thought the effects of POWADA would be. When asked to choose between two possible outcomes, 62% say they think that the bill will help older Americans find jobs and keep working. Only 27% think that its impact would mainly be just another government regulation on businesses (figure 11).

<table>
<thead>
<tr>
<th>Figure 11 - Likely Effects of POWADA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Which of the following comes closest to your opinion?</td>
</tr>
<tr>
<td>• Fixing the age discrimination law will help older Americans find jobs and keep working.</td>
</tr>
<tr>
<td>• Fixing the age discrimination law is just another government regulation on businesses.</td>
</tr>
<tr>
<td>Will Help</td>
</tr>
<tr>
<td>Another Gov't Reg.</td>
</tr>
</tbody>
</table>
Survey Respondent Demographics

A random sample of 1,000 registered voters age 50 and over was used, stratified by geography to be proportional to Census 2010 data for those age 50+ across the United States. Results were then weighted by party affiliation.

### Figure 12: Respondent Demographics*

<table>
<thead>
<tr>
<th>Ideology</th>
<th>Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liberal</td>
<td>Democrat</td>
</tr>
<tr>
<td>Moderate</td>
<td>Republican</td>
</tr>
<tr>
<td>Conservative</td>
<td>Independent</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>50-64</td>
<td>Male</td>
</tr>
<tr>
<td>65+</td>
<td>Female</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employment Status</th>
<th></th>
<th>Employment Status</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>27%</td>
<td>Retired</td>
<td>65%</td>
</tr>
<tr>
<td>Full Time</td>
<td>18%</td>
<td>Not Working at All</td>
<td>55%</td>
</tr>
<tr>
<td>Part Time</td>
<td>9%</td>
<td>Working at least</td>
<td></td>
</tr>
<tr>
<td>Not Employed</td>
<td>5%</td>
<td>Part Time</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for Work</td>
<td>2%</td>
<td>Other</td>
<td>4%</td>
</tr>
<tr>
<td>Not Looking</td>
<td>3%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Percentages based on weighted data.*
Appendix—Annotated Questionnaire

Q1. BEFORE WE START, CAN YOU PLEASE TELL ME YOUR CURRENT AGE?

- 1000 Total
  - 470 47.0 UNDER 65
  - 104 10.4 50 To 54
  - 147 14.7 55 To 59
  - 219 21.9 60 To 64
  - 531 53.0 65 OR OLDER
  - 119 11.9 65 To 69
  - 154 15.4 70 To 74
  - 98 9.8 75 To 79
  - 160 16.0 80+

Q2. WHEN THERE IS A GENERAL ELECTION, SUCH AS FOR YOUR STATE'S SENATOR OR MEMBER OF CONGRESS, DO YOU ALWAYS VOTE, ALMOST ALWAYS VOTE, VOTE MOST OF THE TIME, VOTE SOME OF THE TIME, HARDLY EVER VOTE, OR NEVER VOTE?

- 1000 Total
  - 772 77.2 ALWAYS
  - 117 11.7 ALMOST ALWAYS
  - 111 11.1 MOST OF THE TIME

Q3. IF YOU HAD TO LABEL YOURSELF, WOULD YOU SAY YOU ARE A LIBERAL, A MODERATE OR A CONSERVATIVE IN YOUR POLITICAL BELIEFS?

- 1000 Total
  - 182 18.2 LIBERAL
  - 97 9.7 Very Liberal
  - 84 8.4 Somewhat Liberal
  - 328 32.8 MODERATE
  - 397 39.7 CONSERVATIVE
  - 181 18.1 Somewhat Conservative
  - 216 21.6 Very Conservative
  - 93 9.3 DK/REFUSED

Q4. WITH WHICH POLITICAL PARTY ARE YOU REGISTERED OR AFFILIATED?

- 1000 Total
  - 290 29.0 REPUBLICAN
  - 310 31.0 DEMOCRAT
  - 310 31.0 INDEPENDENT/NO PARTY
  - 11 1.1 OTHER
  - 79 7.9 DK/REFUSED

Q5. IN GENERAL, HOW WOULD YOU DESCRIBE ECONOMIC CONDITIONS IN THE COUNTRY TODAY? EXCELLENT, GOOD, ONLY FAIR, OR POOR?

- 1000 Total
  - 89 8.9 EXCELLENT/GOOD
  - 5 0.5 Excellent
  - 84 8.4 Good
  - 906 90.6 ONLY FAIR/POOR
  - 345 34.5 Only Fair
  - 561 56.1 Poor
  - 5 0.5 DK/REFUSED

Q6. PLEASE TELL ME WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS.

"COMPETENT WORKERS SHOULD BE ABLE TO STAY ON THE JOB REGARDLESS OF THEIR AGE"

- 1000 Total
  - 902 90.2 AGREE
  - 678 67.8 Strongly Agree
  - 224 22.4 Somewhat Agree
  - 82 8.2 DISAGREE
  - 61 6.1 Somewhat Disagree
  - 21 2.1 Strongly Disagree
  - 17 1.7 DK/REFUSED

Q7. PLEASE TELL ME WHETHER YOU AgREE OR DisAGREE WITH THE FOLLOWING STATEMENTS.

"OLDER AMERICANS ARE PUTTING OFF THEIR RETIREMENTS IN ORDER TO WORK LONGER TO MAKE ENDS MEET OR SAVE MONEY FOR RETIREMENT"

- 1000 Total
  - 913 91.3 AGREE
  - 658 65.8 Strongly Agree
  - 255 25.5 Somewhat Agree
  - 49 4.9 DISAGREE
  - 33 3.3 Somewhat Disagree
  - 16 1.6 Strongly Disagree
  - 38 3.8 DK/REFUSED
Q8. - PLEASE TELL ME WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS.
"CONGRESS NEEDS TO DO MORE TO ENSURE PEOPLE OVER 50 CONTINUE TO HAVE EQUAL OPPORTUNITY TO WORK FOR AS LONG AS THEY WANT OR NEED TO REGARDLESS OF THEIR AGE"

- 1000 Total
- 840 84.0 AGREE
- 627 62.7 Strongly Agree
- 213 21.3 Somewhat Agree
- 125 12.5 Disagree
- 71 7.1 Somewhat Disagree
- 54 5.4 Strongly Disagree
- 35 3.5 DK/REFUSED

Q9. - PLEASE TELL ME WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS.
"THE HIGH COST OF GAS, HEALTH CARE, FOOD AND HOUSING REQUIRES MANY AMERICANS TO WORK LONGER IN ORDER TO REBUILD THEIR RETIREMENT SAVINGS"

- 1000 Total
- 924 92.3 AGREE
- 710 71.0 Strongly Agree
- 213 21.3 Somewhat Agree
- 54 5.4 Disagree
- 38 3.8 Somewhat Disagree
- 16 1.6 Strongly Disagree
- 23 2.3 DK/REFUSED

Q10. - BASED ON WHAT YOU HAVE SEEN OR EXPERIENCED, DO YOU THINK PEOPLE OVER THE AGE OF 50 FACE DISCRIMINATION TODAY IN THE WORKPLACE?

- 1000 Total
- 636 63.6 YES
- 203 20.3 NO
- 156 15.6 UNSURE
- 5 0.5 REFUSED

Q11. - IF YOU HAD TO FIND A NEW JOB IN THE CURRENT ECONOMIC CLIMATE, HOW CONCERNED ARE YOU THAT YOUR AGE WOULD BE AN OBSTACLE TO FINDING WORK - VERY CONCERNED, SOMEWHAT CONCERNED, NOT TOO CONCERNED, OR NOT AT ALL CONCERNED?

- 1000 Total
- 774 77.4 CONCERNED
- 562 56.2 Very Concerned
- 212 21.2 Somewhat Concerned
- 206 20.6 NOT CONCERNED
- 92 9.2 Not Too Concerned
- 113 11.3 Not At All Concerned
- 20 2.0 DK/REFUSED

Q12. - IN THE PAST FOUR YEARS, HAVE CONCERNS ABOUT BEING 50 OR OLDER EVER DISCOURAGED YOU FROM LOOKING FOR A JOB OR FROM LOOKING TO CHANGE JOBS?

- 1000 Total
- 149 14.9 YES
- 786 78.6 NO
- 43 4.3 UNSURE
- 21 2.1 REFUSED

Q13. - THINKING ABOUT HOW YOU ARE PERSONALLY TREATED IN THE WORKPLACE OR HAVE BEEN TREATED WHEN SEARCHING FOR A JOB SINCE YOU TURNED 50, DO YOU THINK YOUR AGE HAS GENERALLY CAUSED THE EMPLOYER TO TREAT YOU BETTER, WORSE, OR NO DIFFERENTLY THAN OTHER WORKERS? IF YOU ARE NOT WORKING AND HAVE NOT LOOKED FOR A JOB, PLEASE SAY SO.

- 1000 Total
- 52 5.2 BETTER
- 146 14.6 WORSE
- 420 42.0 NO DIFFERENT
- 313 31.3 NOT WORKING/LOOKED
- 68 6.8 DK/REFUSED

Q14. - IN THE LAST FOUR YEARS, HAVE YOU OR HAS ANYONE YOU KNOW FACED AGE DISCRIMINATION IN THE WORKPLACE, SUCH AS REFUSAL TO HIRE, REDUCED COMPENSATION, OR LIMITATIONS IMPOSED BY AN EMPLOYER?

- 1000 Total
- 337 33.7 YES
- 48 4.8 Self
- 30 3.0 Co-Worker
- 195 19.5 Family/Friend
- 65 6.5 More Than One
- 630 63.0 NO/NONE
- 33 3.3 DK/REFUSED
Q15. - PLEASE TELL ME WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS.
"MAKING IT MORE DIFFICULT FOR VICTIMS OF AGE DISCRIMINATION TO PROVE THEIR CASE MAKES IT EASIER FOR EMPLOYERS TO REPLACE OLDER WORKERS WHO HAVE HIGHER SALARIES WITH YOUNGER PEOPLE AT LOWER WAGES?"

- 1000 Total
- 818 81.8 AGREE
- 579 57.9 Strongly Agree
- 239 23.9 Somewhat Agree
- 105 10.5 DISAGREE
- 63 6.3 Somewhat Disagree
- 42 4.2 Strongly Disagree
- 77 7.7 DK/REFUSED

Q16. - PLEASE TELL ME WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS.
"UNFAIRLY TARGETING OLDER WORKERS COULD INCREASE COSTS FOR TAXPAYERS BECAUSE MORE WILL NEED TO RELY ON GOVERNMENT SAFETY NETS EVEN THOUGH THEY WANT TO WORK"

- 1000 Total
- 781 78.1 AGREE
- 457 45.7 Strongly Agree
- 324 32.4 Somewhat Agree
- 138 13.8 DISAGREE
- 90 9.0 Somewhat Disagree
- 48 4.8 Strongly Disagree
- 81 8.1 DK/REFUSED

Q17. - PLEASE TELL ME WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS.
"OLDER AMERICANS SHOULD BE PROTECTED FROM AGE DISCRIMINATION JUST LIKE THEY ARE PROTECTED FROM DISCRIMINATION ON THE BASIS OF RACE, SEX, NATIONAL ORIGIN, OR RELIGION"

- 1000 Total
- 909 90.9 AGREE
- 731 73.1 Strongly Agree
- 178 17.8 Somewhat Agree
- 67 6.7 DISAGREE
- 38 3.8 Somewhat Disagree
- 30 3.0 Strongly Disagree
- 24 2.4 DK/REFUSED

Q18. - IN 2009 THE SUPREME COURT CHANGED THE RULES AND DECIDED THAT WORKERS WHO CLAIM THEY WERE DISCRIMINATED AGAINST BECAUSE OF THEIR AGE WOULD HAVE TO DO MORE THAN PROVE THAT AGE WAS ONE FACTOR BEHIND HOW THEY WERE TREATED THEY WOULD HAVE TO PROVE THAT AGE WAS THE DECISIVE FACTOR. IN YOUR OPINION, HOW IMPORTANT IS IT FOR CONGRESS TO TAKE ACTION AND RESTORE THE WORKPLACE PROTECTIONS OLDER AMERICANS HAD AGAINST AGE DISCRIMINATION BEFORE THE US SUPREME COURT DECISION - VERY IMPORTANT, SOMEWHAT IMPORTANT, NOT TOO IMPORTANT OR NOT AT ALL..

- 1000 Total
- 809 80.8 IMPORTANT
- 566 56.6 Very Important
- 242 24.2 Somewhat Important
- 143 14.3 NOT IMPORTANT
- 73 7.3 Not Too Important
- 70 7.0 Not At All Important
- 48 4.8 DK/REFUSED

Q19. - IN FACT, A BI-PARTISAN GROUP OF SENATORS HAS INTRODUCED LEGISLATION CALLED THE PROTECTING OLDER WORKERS AGAINST DISCRIMINATION ACT. THIS LEGISLATION WOULD REINSTATE THE CIVIL RIGHTS PROTECTIONS FOR OLDER AMERICANS THAT WERE LIMITED FOLLOWING THE US SUPREME COURT'S DECISION IN 2009. PASSING THIS LEGISLATION WOULD RESTORE FOR OLDER WORKERS THE SAME WORKPLACE PROTECTIONS UNDER THE LAW AS PEOPLE WHO HAVE BEEN DISCRIMINATED AGAINST BECAUSE OF THEIR RACE, GENDER, RELIGION AND NATIONALITY. KNOWING THIS, WOULD YOU FAVOR OR OPPOSE THIS LEGISLATION?

- 1000 Total
- 780 77.9 FAVOR
- 528 52.8 Strongly Favor
- 251 25.1 Somewhat Favor
- 113 11.3 OPPOSE
- 63 6.3 Somewhat Oppose
- 50 5.0 Strongly Oppose
- 107 10.7 DK/REFUSED
Q20A. - WHY DO YOU FAVOR THE LEGISLATION?

- 780 Total
  - 221 28.3 PROTECT AGE 50+
  - 118 15.2 BLOCK DISCRIMINATION
  - 61 7.8 DON'T KNOW
  - 59 7.5 EQUALITY
  - 53 6.8 FAIRNESS
  - 45 5.8 I/FAMILY VICTIMIZED
  - 41 5.3 NECESSARY
  - 37 4.7 PROTECT WORKER/RGTS
  - 31 4.0 COULD AFFECT ME
  - 26 3.3 RESTORE RIGHTS
  - 24 3.1 RESPECT FOR SRS
  - 22 2.8 RIGHT THING TO DO
  - 18 2.3 NECESSARY
  - 10 1.2 SRS CAN'T/SHLDN'T WORK
  - 7 0.9 MORE VITAL ISSUES

Q20B. - WHY DO YOU OPPOSE THE LEGISLATION?

- 113 Total
  - 38 33.3 GOV'T INTERFERENCE
  - 13 11.7 NOT NECESSARY
  - 10 8.9 CONGRESS INEPT
  - 10 8.5 SHRDN'T FIRE SENIORS
  - 7 6.1 BAD/DISLIKE
  - 6 5.3 DON'T KNOW
  - 6 5.0 SRS CAN'T/SHLDN'T WORK
  - 5 4.3 MISCELLANEOUS
  - 4 3.6 NOT VITAL ISSUE
  - 3 2.9 INEFFECTIVE/WONT WORK
  - 2 1.6 NOT FAIR
  - 2 1.6 I/Legal Alien Issue
  - 1 0.8 FIRE/ADDITIONAL CAUSE
  - 1 0.8 COMPET CO/HIRE SENIOR
  - 1 0.8 DISCRIMINATN NOT REAL
  - 1 0.6 LEAD TO LAWSUITS

Q21. - WOULD YOU WANT YOUR MEMBER OF CONGRESS TO SUPPORT LEGISLATION LIKE THIS?

- 1000 Total
  - 774 77.4 YES
  - 125 12.5 NO
  - 84 8.4 DON'T KNOW
  - 16 1.6 REFUSED

Q22. - WHICH OF THE FOLLOWING COMES CLOSEST TO YOUR OPINION?

1. FIXING THE AGE DISCRIMINATION LAW WILL HELP OLDER AMERICANS FIND JOBS AND KEEP WORKING.
2. FIXING THE AGE DISCRIMINATION LAW IS JUST ANOTHER GOVERNMENT REGULATION ON BUSINESSES.

- 1000 Total
  - 616 61.6 FIND/KEEP JOBS
  - 271 27.1 GOV'T REGULATION
  - 113 11.3 DK/REFUSED

Q23. - ARE YOU CURRENTLY:

- 1000 Total
  - 268 26.8 EMPLOYED
  - 180 18.0 Full Time
  - 90 9.0 Part Time
  - 51 5.1 NOT EMPLOYED
  - 20 2.0 Looking For Work
  - 31 3.1 Not Looking For Work
  - 645 64.5 RETIRED
  - 554 55.4 Not Working At All
  - 90 9.0 Work Part Time
  - 12 1.2 DK/REFUSED

Q24A. - WHICH OF THE FOLLOWING BEST DESCRIBES YOUR FINANCIAL SITUATION?

1. YOU HAVE OR ARE CLOSE TO HAVING ENOUGH SAVED TO RETIRE COMFORTABLY
2. YOU HAVE TO WORK FOR A NUMBER OF YEARS TO SAVE ENOUGH TO RETIRE COMFORTABLY
3. YOU ARE UNSURE WHEN YOU WILL BE ABLE TO RETIRE.

- 343 Total
  - 100 29.1 CLOSE/HAVE ENOUGH
  - 98 28.7 WORK/NUMBER OF YEARS
  - 123 35.9 UNSURE/ABLE RETIRE
  - 22 6.3 DK/REFUSED
Q24. - WHICH OF THE FOLLOWING BEST DESCRIBES YOUR FINANCIAL SITUATION?

1. You have already retired but may need to return to work.
2. You saved enough prior to retirement to live comfortably.

- 645        Total
- 102 15.9 RETIRED/NEED WORK
- 491 76.1 SAVED ENOUGH/RETIRE
- 52 8.0 DK/REFUSED

Q25. - ARE YOU CURRENTLY AN AARP MEMBER?

- 1000        Total
- 480 48.0 YES
- 501 50.1 NO
- 19 1.9 DK/REFUSED

Q26. - WHAT IS YOUR TOTAL ANNUAL CURRENT HOUSEHOLD INCOME? IS IT....

- 1000        Total
- 69 6.9 LESS THAN $15,000
- 109 10.9 $15,000-$25,000
- 119 11.9 $25,001-$40,000
- 95 9.5 $40,000-$50,000
- 137 13.7 $50,000-$75,000
- 86 8.6 $75,000-$100,000
- 106 10.6 OVER $100,000
- 280 28.0 DK/REFUSED

Q27. - ARE YOU, OR IS ANY MEMBER OF YOUR IMMEDIATE FAMILY, FROM A HISPANIC OR SPANISH SPEAKING BACKGROUND?

- 1000        Total
- 58 5.8 YES
- 942 94.2 NO/ALL OTHER RESPONSE

Q28. - WHICH OF THE FOLLOWING ETHNIC GROUPS BEST DESCRIBES YOU?

- 1000        Total
- 808 80.8 WHITE OR CAUCASIAN
- 153 15.3 NON-WHITE
- 67 6.7 BLACK/AFRICAN-AMER.
- 58 5.8 LATINO/HISPANIC/MEX
- 12 1.2 ASIAN/PACIFIC ISLAND
- 8 0.8 NATIVE AMERICAN
- 6 0.6 MIXED RACE
- 1 0.1 OTHER
- 39 3.9 DK/REFUSED

Q29. - GENDER:

- 1000        Total
- 495 49.5 MALE
- 506 50.5 FEMALE

Q30. - REGION:

- 1000        Total
- 62 6.2 NEW ENGLAND
- 132 13.2 MID-ATLANTIC
- 166 16.6 EAST NORTH CENTRAL
- 76 7.6 WEST NORTH CENTRAL
- 193 19.3 SOUTH ATLANTIC
- 56 5.6 EAST SOUTH CENTRAL
- 103 10.3 WEST SOUTH CENTRAL
- 65 6.5 MOUNTAIN
- 148 14.8 PACIFIC

Q31. - AREA:

- 1000        Total
- 194 19.4 EAST
- 242 24.2 MID-WEST
- 352 35.1 SOUTH
- 213 21.3 WEST

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