

AMENDMENT TO RULES COMMITTEE PRINT 117-
14
OFFERED BY MR. KELLER OF
PENNSYLVANIA

Page 1, after line 12, insert the following:

1 SEC. 3. DELAYED EFFECTIVE DATE OF AMENDMENTS.

2 (a) **STUDY REQUIRED.**—Subject to subsection (b),
3 the amendments made by this Act shall not take effect
4 until the date the Government Accountability Office re-
5 ports to Congress the results of a study such Office carries
6 out to determine whether not allowing claims of disparate
7 impact discrimination by applicants for employment under
8 the Age Discrimination in Employment Act of 1967 (20
9 U.S.C. 621 et seq.) has a significant negative impact on
10 such applicants.

11 (b) **STUDY RESULTS.**—If the results of the study car-
12 ried out under subsection (a) show there is not a signifi-
13 cant negative impact of the kind described in such sub-
14 section on applicants for employment, then the amend-
15 ments made by this Act shall not take effect.

