

104<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 344

To amend the Age Discrimination in Employment Act of 1967 to reinstate an exemption with respect to the employment of individuals as State and local firefighters and law enforcement officers.

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IN THE HOUSE OF REPRESENTATIVES

JANUARY 4, 1995

Mr. PICKETT introduced the following bill; which was referred to the Committee on Economic and Educational Opportunities

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## A BILL

To amend the Age Discrimination in Employment Act of 1967 to reinstate an exemption with respect to the employment of individuals as State and local firefighters and law enforcement officers.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. AMENDMENT.**

4 Section 4 of the Age Discrimination in Employment  
5 Act of 1967 (29 U.S.C. 623) is amended by inserting after  
6 subsection (i) the following:

1       “(j) It shall not be unlawful for an employer that is  
2 a State, a political subdivision of a State, an agency or  
3 instrumentality of a State or of a political subdivision of  
4 a State, or an interstate agency to fail or refuse to hire,  
5 or to discharge, any individual because of such individual’s  
6 age if such action is taken—

7               “(1) with respect to the employment of such in-  
8 dividual as a firefighter or law enforcement officer  
9 and such individual has attained the age of hiring or  
10 retirement in effect under applicable State or local  
11 law on March 3, 1983; and

12               “(2) pursuant to a bona fide hiring or retire-  
13 ment plan that is not a subterfuge to evade the pur-  
14 poses of this Act.”.

15 **SEC. 2. EFFECTIVE DATE.**

16       This Act shall take effect on the first day of the first  
17 month that begins after the date of the enactment of this  
18 Act.

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