

**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 3992
OFFERED BY MR. KELLER OF PENNSYLVANIA**

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.

