

alongside grandson and some theorists took the position this was one of the contributing factors to their losing their position in the automotive industry.

Do you have any studies or facts, or opinions, as to whether or not if you had a majority of your workers for long-term employment that it would necessarily reduce your capacity and capability of competition?

Mr. SPRAGUE. I wouldn't think it would. I don't have any facts. I spent quite a bit of time in South Bend after that plant shut down and there was a variety of opinions as to why Studebaker went out of business. It was usually attributed to poor management. The poor management could be due to the fact that you state, but I don't think this is the case. I think a long-term, stable work force is what every company wants.

Mr. DENT. You answered Mr. Bell, when he queried you on the type of discrimination, or the reason for discrimination other than economics and he, I think, tried to make a point that no matter what color or race you might have, there is still the question of economics.

For instance, even if an employer has stereotyped thinking on the matter and says to himself, "I won't hire this worker because I think he is," as you said, "fragile and not as flexible or variable in his movement into new work," isn't that always based on the economic factor behind that—he would not be able to produce as much; he would not be able to give him the efficiency? I would like to believe that at least in this area of discrimination it is not a matter of personal prejudice or bias, it has nothing to do with the normal type of discrimination we would be faced with in our generation.

Mr. SPRAGUE. I quite agree.

Mr. DENT. Mr. Hawkins, our Representative from the State of California. He has had former experience, I believe, over many years with this type of legislation.

Mr. HAWKINS. Thank you, Mr. Chairman.

First, may I ask, do you favor the creation of a separate act rather than combining this with the Equal Employment Opportunities Act?

Mr. SPRAGUE. We would prefer a separate act as in this bill.

Mr. HAWKINS. Could you give us some reasons why?

Mr. SPRAGUE. I think we, in our work with the problem of age and aging through the years, have concluded, as I said in my testimony, that this is a complex series of problems, a whole mixture of things. It is not prejudice as it exists for race, color, ethnic origin, things like that. We think that in having a separate bill, separate administration, the differences will be separate and not mixed up with other problems.

Mr. HAWKINS. In the jurisdictions now where there is an age discrimination have you noticed a correlation between the effect of administration and the type of agency administering the program? Have separate agencies, those separated from fair housing and fair employment acts, been better than those that have been a part of this general type of administration and consequently involved in some of the other types of discrimination?

Mr. SPRAGUE. The State of Oregon has a separate older bureau that handles the law in the State. It is our observation that law works very