

but under the provisions of research and the part that calls for the employment service to do more about these things there would be a chance to work with employers to help overcome real problems. As I said in my statement, there are real problems here, economic problems for the employer, but it is possible to develop mechanisms to eliminate these problems, to make it so the older worker is equal to any other person hired.

Along these lines I read that in Providence, R.I., there is a new program established. It is an insurance program where underskilled people are being trained for jobs and being put in these jobs. If they don't stay in the job long enough to give a fair return to the employer he will be reimbursed by an insurance fund to compensate for this loss. Things like this can be done for the older worker and I think it is fair.

Mr. DENT. Will the gentleman yield?

Mr. HAWKINS. Yes, sir.

Mr. DENT. Your question is very important. We envision under this legislation a rather extensive program of research. We believe that by highlighting the problems affecting the aging in seeking employment, we will find that probably one of the greatest single drawbacks and probably the most important is in their inability to find employment and the question of built-in objections by an employer because of pension fund charges.

Mr. PUCINSKI. Will the gentleman yield?

Mr. DENT. Just one moment. The second is the so-called workmen's compensation program rather than common pool risk. The third is the so-called merit rating system of unemployment insurance in various States which give an employer a single account or personal account.

If research develops that this is true we might have to develop some kind of a help program like the gentleman is talking about, so that we have a transferability of pensions, so that when they leave one employer and go to another they carry their vested interest with them and therefore reduce at least that opposition for taking them on the job.

I am glad you asked that question and put on the record what we envision when we put in this legislation.

Mr. HAWKINS. My question was directed to those discriminated against because of age, but the enacted bill does not include these other problems. We should have at least a bill comprehensive enough to protect people who are discriminated against not because of malicious reasoning but because of actual, real problems.

It seems mandatory that we consider this phase of it if we are going to enact this legislation and do so in such a way as not to create a problem at the same time we are trying to solve one.

Thank you. I have nothing further.

Mr. DENT. Congressman Pucinski, from the State of Illinois.

Mr. PUCINSKI. I believe the gentleman from California and the chairman have raised a significant aspect of this problem. When we heard testimony in New York and California when we had the FEPC bill before us and there was a proposal to bar discrimination because of age, together with religion, race, and national origin. In California witnesses told us there is an economic factor involved in hiring older people. As far back as 1960 I introduced legislation and continued