

reintroducing this legislation hoping somewhere we would get support for it which would give the employer a tax credit on the individual cost of hiring older workers.

The chairman mentioned pension, insurance, health and welfare programs—all of these escalate after age 40. The Metropolitan Insurance Co. will sell a company a package program for employees, and charge a single rate for all employees whether they are 22, 25, 28, 30, 32, 38, or 40. The moment that employee goes beyond 40 the rate escalates. In the steel industry the differential in the cost of hiring an older worker back in 1960 was \$265 between a worker aged 55 and a worker aged 25. My theory has been if we gave an employer a tax credit for that additional cost involved—I am aware of the bookkeeping this would entail—but we would remove the economic factor, he would put all workers on a parity. They would be judged by their experience, their ability, their reliability. These are the factors that would motivate hiring, not age.

I did an experiment in Chicago a couple of years ago. On one of the weekends I put on a sport shirt, a pair of slacks, and went out to a number of factories and tried to get a job. I didn't identify myself. I just stood in line with a number of other people and I was shocked. In most instances they did not ask my name. They didn't ask my experience. They saw my gray hair and asked, "How old are you?" When I said I was 46, they wouldn't even talk to me. They didn't ask what experience I had; could I do the job; did I have the ability. They didn't even bother asking. When I told them I was 46, they said, "We are sorry. It is company policy we don't hire anyone over 40."

I think the chairman's point that the research aspect of this bill would, indeed, help us develop the kind of information that we need to then go before the Ways and Means Committee to say this is the problem, there is an economic problem involved here, and before we can impress upon an employer and persuade an employer to lift his ban, obviously you have to give the man some relief.

This is why I think this is a very good bill.

Mr. Chairman, if I may take just a moment. The young people sitting in front of us are members of the 4-H Club in Illinois. You are looking at the young people who are going to be future Congressmen, Senators, businessmen, farm managers, farm owners, all the other things that go into our society.

We are very happy to have these young people here to see the most complicated form of government in the world. Yet as you move through these chambers and see democracy in action you will find, while this is the most complicated form of government, you will find it enables the individual citizen the greatest degree of freedom, dignity, opportunity, and protection. We are delighted to have you here.

I don't know who the other young people are. Perhaps they are from Pennsylvania, Mr. Chairman.

Mr. DENT. No, they are shaking their heads.

Where are you from?

FROM THE FLOOR. Iowa.

Mr. DENT. Are you 4-H?

Mr. PUCINSKI. We are glad to have young people watch Congress in action. As you go home and see your schoolmates, tell them how this marvelous Government functions. Sometimes it scares you and