

expansion of our industrially accomplished America, I am inclined to think we will need at least a few hours of work from these retired workers. What is your comment on that?

Mr. SPRAGUE. I totally agree. One of the things this bill showed up, and we found this in our work through the years, is that the whole relationship of the older employee, 45 to 65, and retirement are totally related. We can't solve the older worker problem until we solve the retirement problem, the portable pension, and things like that. Retirement costs back up into the middle years, causing problems.

In my written testimony I cited that the older worker should have some options; the retired worker, the age 65 person might have a choice of part-time employment, and there should be some transition before full retirement.

One of the things I read in my prepared testimony was the recognition of this continuing problem between the middle-aged worker and the retired worker.

The National Council on the Aging established an institute to deal specifically with the occupational aspects of aging and industrial retirement. In industrial retirement we plan to get into these questions of vesting and portability and we plan to develop retirement planning programs.

Mr. DENT. This is a new and novel thought that we should treat older workers like horses.

Mr. PUCINSKI. I don't want the record to come out and say Pucinski wants to treat people like horses.

Mr. DENT. I was going to say we do that now with athletes, particularly boxers, or those involved in tremendous athletic endeavors, they have to cool off. The trouble with the problem we are facing here is that the employers think these workers are too cold already.

Mr. PUCINSKI. Of course everything we say, the keystone of what we are saying is what Mr. Meany has said and the President has said many times, the key to all these programs is full employment. If you have a huge labor surplus where the younger worker is competing with the older worker for a job, you have to have an entirely different set of rules. But we feel with the economic growth of the country, the expansion of the country, the good Lord willing, we will get Vietnam over one of these days and return our resources to more productive fields and the needs of America, we hope and have every reason to predict, are going to be so great that as the rest of the world starts awakening and developing we hope we will be able to have enough jobs to keep everybody working pretty steadily.

Mr. DENT. I think that is the whole aim.

It might be good to mention for the record at this point that in one of our investigatory trips in looking into job relationships, job programs in other countries, we discovered a unique situation in France that has some appeal to it. They have a common pool which is made up of contributions from all employers based upon a percentage of income of that employer and the number of employees that a person has. This fund is then redistributed to employees who have large families, employees who are older and do not produce as much as the younger worker does, thus, we find that in France, at least at the time the investigation was made back in 1960, that age discrimination was not known and family discrimination was not practiced because the