

family man receives a higher per hour pay or wage than the person without a family. It comes out of a common pool. It is a very intriguing thought and at that time I thought it had some merit.

However, in our enormous industrial complex we would probably never be able to put it into effect. It is at least an acknowledgment that other countries have faced up to this problem of large family employee discrimination and older worker discrimination. I am sure the Congress, in its new awareness of any social problems that are beginning to come to the front after laying dormant for so many years, is aware that these considerations are now becoming a major problem.

Mr. PUCINSKI. I certainly agree and again your remarks demonstrate your keen interest in this subject and it bodes well for the bill. This bill is really necessary. We in this country have become so obsessed with what we might call the "Twiggy" complex, the "jet set," the "young Ma's," the "young Mary's." Of course it is important because 50 percent of the population is under 25 so it is important that we concentrate on the problem of young people. But at the same time you can't overlook the fact that there is a very serious problem for the senior citizen, who, in the rapid pace of our society, seems to be becoming more and more the forgotten man.

If you look at television all the advertising is directed at the "Pepsi generation," the "Coca-Cola generation." Look at all the advertising. It shows young people. You don't see any emphasis on the fact that there is a large segment of America who are struggling, who are experiencing an increasingly more difficult time because the cost of living keeps going up, interest rates keep going up. Yet these people are on a fixed income.

So, Mr. Chairman, I say to you that we ought to move this bill as quickly as possible. Under your expert leadership I have no fears the House will approve it. Let these people go on with their research and let us start coming up with answers. The senior citizens of this country need quick answers.

The situation, I think, is very serious so I congratulate you for starting these hearings.

Mr. DENT. Thank you, Mr. Pucinski.

I might say to the youngsters here that one thing you can't escape, if you live long enough, is old age. Stick around and join the crowd.

Thank you, Mr. Sprague, for your testimony and if you will please be kind enough to give us the added information we requested from you, it will be appreciated.

(The information follows:)

THE NATIONAL COUNCIL ON THE AGING,
New York, N.Y., August 18, 1967.

HON. JOHN H. DENT,
Chairman, General Subcommittee on Labor, Committee on Education and Labor,
U.S. House of Representatives, Rayburn House Office Building, Washington,
D.C.

DEAR MR. DENT: On August 2, 1967, when I appeared before your General Subcommittee on Labor which was holding hearings on age discrimination in employment legislation, you asked that I give you a report on those states in which state legislation is working well.

An analysis of the provisions of the various state laws and their enforcement, indicates that four states where this legislation is most effective are New York, Massachusetts, Oregon, and Pennsylvania. This evaluation is based on a combination of factors which include coverage, definition of age, administration and enforcement.