

move because of an automated condition coming into the plant or the plant goes out of business or moves from one district to another.

I don't see, unless we get some rather liberal views on the question of portability of pensions, how we are really going to attack this problem in a meaningful way.

I am very serious. I think the chamber—which has a responsibility in our economic structure, in my opinion—I think the chamber ought to make it a special project of its research department to study just what can be done or what can be offered in this area before Congress is forced to do it because of the need.

We don't like to pass legislation which puts restrictions on an individual or enterprise but we are forced to sometimes by the weight of the problem itself. If organizations like the chamber would undertake such a study, and it is a suggestion that you can take back to the attention of your superiors in the chamber, that it is the thought of this committee that it would be a very worthwhile service and it would be of great service to this committee and the Congress.

Mr. PESTILLO. It has been the policy of the chamber to be of service despite many barbs flung at us. The difficulty here, we want to get these people in the work force and if you saddle the man with the fact that he is going to cost the employer \$240 a year, more than likely the employer will find another reason for not giving him employment.

Age discrimination is the hardest to detect, again there is no malice, so it is a real problem.

Mr. DENT. I may differ with the witness but we found it is the easiest of all to detect because in most instances when you make your application for the job you put your age down and all you have to do is pick up the applications rejected and you get a clear picture of whether there is discrimination. We have no difficulty in finding it with employers who have a great number of employees.

With an employer with only 25 employees, it is more difficult. But it is in the larger employment where this problem exists, the mass of employment, these are the people that are prone to middle-aged permanent layoff.

Mr. PUCINSKI. Mr. Chairman. On the basis of what you are saying, isn't it a matter of fact that many companies have an outright policy, it is no secret, we do not hire anybody past 40?

Mr. PESTILLO. I agree but my point is that that would naturally evaporate with legislation, then it would be much more difficult to detect.

Mr. PUCINSKI. I can't imagine anything more cruel. I had a young man who came to me recently that was 42 years old. He was a salesman for a big cigar company and knew a lot of stores, he sold to cigar stores, restaurants, and soda fountains, and he came in and asked if I might help him find a job.

The company had a reduction in force and five employees were eliminated. I said it is lucky you came by, yes, I do know a fellow looking for a man just like you, a big soda, soft drink distributor who is looking for a man with contacts in this kind of field.

I called the guy up and said, "I have the guy for you." He said "Great. Roman, send the guy over and we will put him to work Monday." As an afterthought he said "How old is he?" I said "Forty-two." He said "Oh, I am sorry, we have a company policy, we can't hire anybody over 40 years old."