

How cruel can a company get, here is a man with all the qualifications and here at 42 he is told he is too old for a job. It is incredible and yet you and I know it is a fact of life in this country. I have said to many people past 40 if you lose your basic jobs—I saw a study where the chances of a worker past 40 getting a comparable position, the chances are 6 to 1 against him.

I think your statement is an excellent statement and you have given us some insight into the depths of the problem, it is not quite that easy to say we are going to bar discrimination because of age, there are a lot of side effects to be dealt with. I think the chairman raised them, Mr. Hawkins raised them. It is good to see the chamber come forth and open up some dialog on how to solve these problems.

What is your opinion, if any, on my suggestion that we give an employer a tax credit on any differential cost involved in hiring older workers as against the younger ones where we put all workers on a parity to be judged by their experience, capability, and so on.

Mr. PESTILLO. Without getting into the tax implications, as it is not my field, I think we are seeking parity. If we can reach parity we have eliminated the discrimination.

Mr. PUCINSKI. I would suggest that you call my secretary and have her send you a copy of the bill we put in. I would like your views and those of the chamber; you may want to assign a project to this thing and maybe we can move in the same direction at the same time.

Mr. PESTILLO. I will be glad to.

Mr. PUCINSKI. What about the suggestion that perhaps we ought to give some thought to a modified withdrawal retirement, the so-called 10-31 plan I discussed earlier where workers after retirement could work for 4 hours a day, gradually phase them out instead of cut them off immediately?

Mr. PESTILLO. Many employers use that, it is more a sociological rather than a labor point. The new social security amendments call for increasing the earnings permitted an older worker.

Maybe this approach is going to help.

Mr. PUCINSKI. You are talking of the problems you might have with older workers. I think there is an emotional problem with older workers, we can do the research the chairman has suggested and pass some of this legislation, we might be able to make the older worker a good deal more efficient, not that he isn't already efficient but there is a cloud that hangs over his head and I think as he escalates in age he becomes more and more aware of the fact for some reason or other.

So I think there is a psychological development there that the very fear that hangs over his head inhibits him to a great extent. He does not perform as totally free of emotional pressures that perhaps a younger worker can who is free to move from job to job.

If we can devise a program equitable to the employer and employee and bar discrimination, I think you would find that worker would be more inclined to shed some of his fears—the apprehensions.

Frequently people tell me that older workers don't get along very well with younger workers. I think this is understandable, the older worker under the present system sees the younger worker as a potential threat to his survival and his job. Once we get this legislation through and we remove those fears, my judgment is that some of the things you talked about in your testimony, those will evaporate also.