

Mr. PESTILLO. Yes; and I think it is wise to point out much has already been done. There is a great deal of education. As the Secretary pointed out, much apprehension results in thoughts about health, the man who is 55 today is in far better condition than one at 55 a few years ago.

Also many State and local agencies, like the American Legion, have a program of awarding certificates for employers where they have had good experience hiring older workers. These programs need a little impetus.

We favor them regardless of the issue of civil and criminal penalties. The education program has to be conducted.

Mr. PUCINSKI. Thank you very much.

Mr. DENT. I notice in your testimony you cite two reasons that some employers set these arbitrary age limits, one is that they believe or are convinced that an older worker is unable to maintain production schedules, the second is, in your own words, an inability to meet physical requirements.

That points up the unfairness of an arbitrary age cutoff when an employer will take an arbitrary position and say a person over 40 need not apply.

There are not any two human beings that perform the same at any given age so you can't say all persons at 40 years of age are unable to maintain production schedules or meet physical requirements.

Physical requirements are a measurable thing, it is determinable, regardless of age. A boy 21 or 22 may not be physically able but you don't condemn the whole age group. This has been called stereotyped thinking, by Mr. Sprague, I think, but this arbitrary age cutoff clouds the whole picture.

I can understand the economics, the unwillingness of an employer to add a burden to his cost of production simply because of the added cost when you employ an older worker. But I can't see the logic of assuming that a person over 40 or 45 or 50 is physically unfit without even taking the time to make an examination or give an examination to determine whether or not he can meet production figures.

We have not yet passed any legislation that takes away from the employer the right of dismissal of an employee who does not meet the requirements of a job. That ought not to be one of the reasons but it is in many instances and I note you are repeating these things and your testimony points up how prevalent that thought is.

Mr. PESTILLO. We have labeled that as misconception.

Mr. DENT. Yes, you have and I say there is the fact you recognize it is there and recognize it to be a misconception but it does not alter the fact it is a serious problem we have in trying to place older workers in employment, especially in the enterprise that has a great number of employees and whose production schedules are on the basis where each has to fall in line and at a certain minute on the line of production or the whole line of production goes out of whack.

In fact, automated production is one of the most important subject matters that this committee will have to study. There is an important need for the recognition, as you have pointed out, of the distinct difference between the aging and the aged.

The problems of the aged we have studied by a new commission. I think the assumption of inability to perform is one of the main reasons