

AGE DISCRIMINATION IN EMPLOYMENT

THURSDAY, AUGUST 3, 1967

HOUSE OF REPRESENTATIVES,
GENERAL SUBCOMMITTEE ON LABOR,
OF THE COMMITTEE ON EDUCATION AND LABOR,
Washington, D.C.

The subcommittee met at 10 a.m., pursuant to recess, in room 2175, Rayburn House Office Building, Hon. John H. Dent (chairman of the subcommittee) presiding.

Present: Representatives Dent, Hawkins, Erlenborn, and Scherle.

Mr. DENT. The General Subcommittee on Labor, of the House of Representatives, will now come to order for the purpose of holding hearings on H.R. 3651, H.R. 4221, H.R. 3768, and any related bills dealing with the subject of age discrimination in employment.

The first witness this morning is slated to be William Hutton; however, Dr. Sheppard has an engagement and if Mr. Hutton will permit we would like to call Dr. Sheppard first.

Mr. HUTTON. I will be happy to.

Mr. DENT. All right, we will call Dr. Sheppard.

STATEMENT OF DR. HAROLD L. SHEPPARD, UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH

Mr. DENT. You have a prepared statement which I see has been passed out. You may proceed in any fashion which you think will give us the greatest benefit of your thinking.

Dr. SHEPPARD. Thank you.

I will try to go through all my material not too fast nor too slowly.

I will start out with the problem of urban unrest and the high degree to which teenagers and young adults seemed to have dominated the tragic scenes around our Nation. It may be difficult these days to speak on behalf of the so-called older worker, and his problems of finding and keeping a job.

Unfortunately, in discussions about the older worker, especially within the context of reducing and preventing poverty, too many people seem to insist on making a choice between helping the young and helping the old. I believe it is not necessary to make a choice. In the first place, many of the older workers who would benefit from protection against age discrimination are also the parents of younger persons—many of whom, for example, drop out of school to seek jobs themselves when the parents are no longer adequate breadwinners.

The Department of Labor recently published some data about urban slum unemployment, especially among those who have dropped out of the labor force. A great number of these are 45 and over.