

You go on to say :

I am no expert on these matters, but I do believe under the proposed legislation employers can and will find ways of solving these problems.

I think if this could be done the success of this measure would be greatly enhanced because I do think it is a problem with industry today trying to find a way or method to alleviate this additional cost, particularly as it relates to hiring older people.

Dr. SHEPPARD. Assuming it is additional cost, I still have enough faith in our American business system to find ways of solving problems imposed on them in a much more efficient way than if we leave the problem solving up to the individual older worker who does not have the knowledge or know-how.

Mr. SCHERLE. Do you have a suggestion? I am certainly in sympathy with you on this. Do you have any suggestions or recommendations to make that could help industry solve this problem, their giving these older people an opportunity to serve out their lives in professions in which they were trained and in which they could continue working?

Dr. SHEPPARD. I would say there are experts, if such a law were passed, on how do you assess the alleged costs. You have to first prove the additional costs. I don't have the answer myself.

Mr. SCHERLE. If this solution could be given to Congress prior to voting on this legislation, it would greatly enhance passing of this. As you mention here, if this type of information could be worked out or some kind of statistical report given that could alleviate the fears of industry, then I think it would enhance the passage of this piece of legislation more so than to pass it and say we will try to figure it out later on. In other words, forewarned is forearmed.

Dr. SHEPPARD. I don't want to claim to be an expert on the legislative process. I am still trying to figure that one out. But there are precedents, I understand, for passing a law with its implementation date starting a certain time after a study finding or study report findings are submitted and I would worry, being so much concerned about this problem, that study very often can be used to delay and put off and kill. I believe that we have enough data that could answer the problem while passing the bill, at the same time with an implementation date sometime after the date of the passage of the law. There are precedents for this sort of thing.

If we are really concerned about this problem, I think if I were in your shoes, and I am not, I would take the position of voting for the bill with the proviso about these studies as part of that bill.

Mr. SCHERLE. This may be true and I am entirely in sympathy with this piece of legislation and I am trying to help it as much as I can. My concern is this, that the more supplementary material you have, the more background you have at your disposal is perhaps 99 percent of the passage of any bill.

Dr. SHEPPARD. I would certainly be willing—I am sure this can be done directly with the staff of the subcommittee—to contact the Department of Labor, because they have been accumulating material on these questions for the last 5 years that I know of, and private specialists in the field of pension costs and other fringe costs with reference to hiring workers in different age groups, but more important