

Dr. SHEPPARD. The very existence of such a piece of legislation would increase the possibility of harmony between employer and applicant.

Mr. SCHERLE. Thank you for your statement, Dr. Sheppard.

Dr. SHEPPARD. Thank you.

Mr. DENT. Mr. Erlenborn has one short question and the House has decided to go into session at 11 o'clock. After Mr. Erlenborn's question we will proceed with Mr. Hutton as long as we can.

Mr. ERLENBORN. I would like to ask this one question. I am sure there are agreements, collective-bargaining agreements, for instance, that provide for cessation of a particular type of employment when a certain age is reached. Will they be made unlawful by the passage of this act? From quick reading I would say yes, they would be.

Mr. DENT. I might answer that by saying "No." However, the committee discussed this very problem on the present hiring contract, in a practical sense, with the Secretary of Labor in his appearance the other day. We brought up the airline hostess and the Secretary agreed to work with the committee to arrive at some sort of formula not to upset standards of present hiring agreements in areas where they are necessary to keep from having present hiring agreements that turn out to be capricious in their limitation by the companies or employees in some instances.

Mr. ERLENBORN. You are planning some amendment?

Mr. DENT. Yes.

Thank you very much, Dr. Sheppard. I wish we had more time and more people because I think your testimony has been very helpful.

The next witness is a longtime friend who has a long history in dealing with senior citizens. I don't know why, because he has more pep than many of us.

Our next witness is William R. Hutton, executive director of the National Council of Senior Citizens.

**STATEMENT OF WILLIAM R. HUTTON, EXECUTIVE DIRECTOR,
NATIONAL COUNCIL OF SENIOR CITIZENS, INC., WASHINGTON,
D.C.**

Mr. HUTTON. I wish to apologize for the absence of my friend, Mr. John Edelman, who could not be here.

We have a delegation from the Washington council who are sitting in the back of the hall who want to show they are behind this legislation. They have had it explained to them and discussed it in their meetings and entirely support this legislation.

The majority of the members of the National Council of Senior Citizens are considerably over 65 years of age. Unless the Secretary of Labor, under section 10 of the Age Discrimination in Employment Act of 1967, provides for an adjustment in the maximum age limit, very few of our members will be directly affected by the bills we are considering today.

Nevertheless, the National Council of Senior Citizens expresses its complete support for this proposed legislation to ban discrimination in employment on account of age.

The majority of our members have already suffered because of age discrimination in employment in earlier years. And many of them continue to suffer now—not only because of the reduced standard of