

Mr. HARMON. I don't know that we have done a survey.

Mr. DENT. Do you have any instances where your people were discriminated against because of age?

Mr. HARMON. Yes; definitely. I am not trying to hedge on the question. I am trying to give you an honest answer. I would say generally that many of the large corporations do have an arbitrary age established as a policy. I can understand and appreciate some of the problems that they have, especially if they have training programs.

For example, with my own background I might think I might be eligible to be the vice president of a corporation some day if properly trained, but they might think I am too old and they have somebody else in mind.

Mr. DENT. I agree, but we do nothing about that. All we do is say that all other things concerned, that a person over the age of 45 should not be discriminated against if it is only a question of his age. This does not deal with problems inherent in age.

Obviously a 46-year-old bricklayer applying for a job as a plumber would not be qualified, regardless of age, but he might make a case that would fall under its own weight.

For instance, you can see the correlation between this discussion we are making here now, even the situation of airline hostesses who are dismissed at age 35, 36, 38, involves a universal restriction against employing which can be lowered by employee availability. They would be wiped out of the labor market because they have been trained for years in this job where they could get the seniority to protect them, those years have been wasted in short-term employment.

The problem, as you so ably say, is one that has to be considered.

Mr. HARMON. I think often those of us coming up here to testify, perhaps can see a lot of the answers, but we are on the other side of the problem, as you are.

Mr. DENT. We see all sides of the question, but the answers get awfully foggy.

Mr. HARMON. I will say that at least we have a point of view. I recognize if you try to legislate and come up with a figure, I honestly couldn't tell you what I think the figure would be if you were asking me. I know we have had real problems in trying to place people who want to work. When we made the challenge, "We will place anyone," we fell down because we couldn't place just anybody; especially when that person was 60 or 70 years old and had 20 years of good engineering experience. We could not find them a job in most instances.

Many of these people are highly trained and their experience is being scrapped in our American economy. I don't know the answer, but I know there is a problem.

Mr. DENT. Very frankly, the most acute problem today other than the so-called middle-aged 40-year-old or older industrial worker is in the so-called junior executive group in the United States who find themselves let out for the very reason you are talking about. They just can't find any place of employment. Various clubs have been started for those over 40 and you look at them—they are trained people, not illiterates, they are people with college educations, university training, and a history of great success in their field, but they are eliminated.

Mr. HARMON. Along that line, we ran into this problem. High caliber people would write and say, "I am available. I would like a job."