

Placement agencies would say they can place this person since he is well qualified. But many times the individual places all sorts of problems before the agency. He refuses to leave Pennsylvania and go someplace else. Another is salary. He is a \$15,000 man. He doesn't want to go for \$10,000 or \$12,000.

You think he is available. When you get right down to the line, maybe he is not as available as you think. They sometimes say they can't get a job. They can get a job, but they don't want it because they have eliminated it by their own thinking.

Mr. DENT. I am glad you made that point because in the preliminary discussions of this legislation we have found much confusion in the minds of Members of Congress. The subject you are covering now has been part of the discussion. They feel we are forcing employers to take employees when in fact they don't want to go.

From what I noticed the other day the role of the Federal employee may have a great deal more significance in the problem. A Federal employee with 25 years of service was denied his pension by the Pension Board because they claim he was not involuntarily severed from his position because he had refused to move with the department when it moved to another location.

The decision reversing the Board took into consideration the fact that the employee's 25 years had rooted him to a certain mode of living, health condition, being considerate of his family; therefore, he was entitled to his pension and his vested pension rights were held inviolate and were his.

That may have some bearing on the so-called executive-type employee in the future. I can understand why people might not want to move. Members of Congress fight every 2 years not to move.

Mr. HARMON. Yes, and we have to be fair about this. I ran into this in every State where I addressed a group. I talked to people on the firing line. I have never placed a person on the executive level, but these people are placing them. The statements I am making are secondhand, but what I have run into across the country are not isolated cases. There are jobs going begging based on the office files I have seen all over the country.

The problem is that many of those people, I suspect, could be placed but they are very selective. The fellow making \$30,000 thinks he is worth \$35,000 and \$40,000. As one Senator said, "There are a lot of underemployed Senators. They would all like to be President." I think if the right situation comes along, they would be available.

In connection with the enforcement of this law, I would like to suggest that you consider placing it, with its proposed enforcement provisions, under the authority of the Equal Employment Opportunity Commission as it is generally in the States, so that there can be both a unified and uniform effort directed to all areas of arbitrary discrimination in employment. While this may require some changes in title VII, it would appear that those changes would be desirable.

I feel it would be of interest to this committee to know that the National Employment Association appeared before the Senate Subcommittee on Labor of the Labor and Public Welfare Committee during its hearings on S. 830, by Senator Yarborough, and S. 788, by Senator Javits, to offer our support of the Senate version of the bills under consideration today.