Sacramento, California January 11, 1965

Honorable Jesse M. Unruh Speaker of the Assembly ADMINISTED TOWN State Capitol

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Dear Mr. Speaker: We are submitting the accompanying report in response to HR 77 of the 1963 Session of the California Legislature.

The report is a synthesis of four separate but coordinated projects by the Department of Employment and the Citizens' Advisory Committee on Aging to develop factual data and representative viewpoints on problems confronting the older worker striving for labor market recognition. The projects were designed to obtain new insights into the problem and consisted of original research by the Department of Employment staff, interviews with employer and labor union hiring authorities conducted by an independent consultant, interviews with Department specialists and conferences among civic leaders in representative communities throughout the State.

Stemming from these undertakings we have arrived at some conclusions with respect to appropriate actions which need to be taken. Additionally, you will find many other recommendations and viewpoints expressed by those whose views were solicited and received in the course of carrying out the assignment made by HR 77.

ALBERT B. TIEBURG, DIRECTOR OF THE DEPARTMENT OF EMPLOYMENT

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WILLIAM D. BECHILL, EXECUTIVE SECRETARY, CITIZENS' ADVISORY COMMITTEE ON AGING