

PART ONE
JOINT RECOMMENDATIONS TO THE CALIFORNIA LEGISLATURE

These recommendations represent the sum and substance of creative ideas from experienced and thoughtful people throughout the State. They indicate that there are real and basic problems facing the older worker in California's economy and that major progress in providing employment opportunities to California's older workers can be achieved by legislative action.

A. AMENDMENTS TO THE PRESENT LAW ON AGE DISCRIMINATION IN EMPLOYMENT

1. That the age limitation of 40 to 64 be eliminated and revised to cover any discrimination in employment solely based on age.
2. That no employer should be exempt from the provisions of the law regardless of the number of employees.
3. That all reference to pensions be stricken from the law.

B. PUBLIC INSURANCE PROGRAMS

1. That income protection be provided, once training is started under Article 1.5, California Unemployment Insurance Code, retraining benefits, by extending weekly benefits throughout the entire period of training even though the regular or extended benefit period may be exhausted.
2. That the Legislature memorialize the Congress to revise the present Social Security Act to provide for a revised concept of the present retirement test and the earnings limitation for persons receiving Social Security retirement benefits to permit beneficiaries to have earnings that would bring their income up to a level consistent with "an adequate standard of living".

C. PRIVATE PENSION PLANS

1. That the Legislature establish a State Portable Pension Act similar to the law in effect in the province of Ontario, Canada; this act to provide for compulsory vesting rights and a funding plan which will assist small employers for the purpose of increasing the mobility of workers by facilitating the transfer of pension credits. We also support the enactment of federal legislation to establish a National Portable Pension Act wherein every worker accumulates credits regardless of his moves within the labor force and where it is mandatory that all pension plans contain vesting rights. We recommend that a resolution to this effect be adopted by the Legislature for submission to the Congress and the Secretary of Labor.