

Some large employers will waive retirement provisions for key employees. Many professional applicants are nonunion, and do not come under union agreements concerning retirement.

An increase in "financial incentive" plans offering special benefits at ages 58 to 62, to induce early retirement, was reported in the Bay Area. Major oil companies are among firms with such plans. However, local offices are uncertain of the effects on local employment.

Several suggestions were made by CSES staff on retirement and pension plans:

- a. Encourage government and industries to arrange a sliding scale of reduced hours in connection with long-range pre-retirement planning. Opportunities should be explored for "2-for-1" jobs where two older workers might share the same job assignment on four-hour shifts.
- b. In line with the need to create more job opportunities, pension plans which combine a retirement rate based on the three or five years of highest earnings, plus longevity on the job (such as the State Employees Retirement System) might also include provision for reduced hours or earnings after the employee has achieved his earnings peak. Some older workers would welcome the opportunity to take a reduction in present earnings if they could stay on the job longer and improve final retirement benefits by added years of service.
- c. The legislature should enact a California Portable Pension Act, similar to Canadian legislation now in effect. The law should provide for compulsory vesting rights in California and for funding pension costs of small employers.

6. The Garment Industry

The garment industry deserves special mention as one of the brightest spots in the employment picture for California's older workers. While the work is hard, the pay is good and in the metropolitan areas where the industry is concentrated operators can continue into their 80's if they still meet production standards.

When asked why employers in the garment industry are so receptive to older workers, staff of the Los Angeles Apparel Office made the following comments:

"Many garment employers are small--they do not have a big personnel set-up or big personnel problems. Many are partnerships, some of these were production workers themselves, and they are inclined to be paternal with