

3. Long Beach

Mr. James C. O'Brien, Executive Director, Retired Workers Committee, United Steelworkers of America, AFL-CIO, Washington, D.C., keynoted the Long Beach Workshop. He presented the experiences and thinking of the United Steelworkers regarding its recent contract with the steel industry as it affects retirement policies and programs and employment of the older worker. He urged consideration and development through both collective bargaining and legislation of portable pension plans to insure greater mobility of the labor force, joint labor-management programs of preretirement education to aid in the often difficult transitions from a work to retired status, and implied that part of the concern with employment of the older worker is the fact that America is a "work-oriented" nation which has not yet been able to satisfactorily adjust to the use of leisure time.

The Long Beach Workshop included discussion groups on the subjects of counseling and retraining, job development and the local economy, and insurance costs and the older worker, and preparation for retirement. Each discussion group developed specific recommendations including such proposals as modification of the present retirement test of the social security program as an incentive to those wishing to continue work, encouragement of portable pension programs, study of workmen's compensation and disability insurance claim experiences of older workers, legislative action to give direct responsibility to public schools and colleges to develop counseling programs for older workers, improve programs of public education and information for both employers and employees regarding the abilities of older workers, community encouragement and assistance to the development of small businesses operated by older men and women, similar support of part-time employment for semiretired or retired persons interested in employment and broad action at the community level in developing suitable preretirement programs.

4. Oakland

This workshop reflected in its content and participation the sponsorship of the City of Oakland and its Industrial Development Corporation which resulted in excellent attendance from key management and industrial leadership in the East Bay Area. Mr. Curtis B. Gallenbeck, Marketing Manager, School System, Inland Steel Products Company, Milwaukee, Wisconsin, and Mr. Nathaniel Brooks, Consultant, Older and Retired Workers Department, International Union of United Automobile, Aircraft, and Agricultural Implement Workers of America, Detroit, Michigan, were the principal speakers. Mr. Brook's address "A Model for Action on All Fronts to Improve and Expand Employment Opportunities" was one of the most detailed presentations of specific steps that might be taken in developing sound employment policies and opportunities for