

- d. Examination by management of current job requirements, procedures, and personnel and training policies to make sure that their standards are not geared solely to younger workers.

The workshop's group sessions produced a number of ideas and proposals including more emphasis on helping older workers find full- or part-time employment in retail trades, selling, and seasonal work; support for a study to determine if private insurance or pension costs could not be arranged on an industry-wide basis; continued emphasis and strengthening of training programs and counseling services; support of additional training and counseling services for older persons by the Department of Employment and public schools; and a legislative appropriation for a comprehensive study of the actual costs incurred by employers when hiring the older worker. Assemblyman Frank Lanterman of Canada concluded the meeting with a brief statement reflecting interest of the Legislature in finding workable ways to help older workers maintain or find employment.

#### 6. Sacramento

Held under the local cosponsorship of the Sacramento City-County Chamber of Commerce, this workshop featured informal discussion groups that examined job opportunities for older workers in professional, technical, and management fields, the clerical and sales fields, and skilled and unskilled production jobs. As in other workshops, there was recognition of the need for broader public and employer education about older workers, more adequate economic and social policies regarding eventual retirement, examination by employers of hiring policies which may arbitrarily discriminate against workers because of their age, and some feeling that smaller industries and concerns offer better employment prospects, in general, for the older workers who must change their employment.

Another focus of the workshop was on management-labor attitudes towards the older worker. Mr. E. P. James, Manager, Professional Placement, Industrial Relations Division, Aerojet-General Corporation, Sacramento, discussed the topic, "Management Looks at the Older Worker", and Mr. Don Vial, Research Director, California Federation of Labor, AFL-CIO, San Francisco, discussed "Labor Looks at the Older Worker". Both speeches are included in the Appendix of the report.

#### 7. San Diego

Under a broad spectrum of community cosponsorship, and held at La Jolla Campus, of the University of California, the San Diego Workshop was one of the most comprehensive of the entire series. Main speakers included Mayor Frank Curran of San Diego; Dr. Oscar Kaplan of San Diego State College, Member, Citizens' Advisory Committee on Aging; Mr. Gerald