

Parrish, Regional Director, U. S. Employment Service, Department of Labor, San Francisco; Mr. James Sweeney, Secretary, Employers Benefit Committee, Pacific Telephone Company; and Mr. Robert Spears, Vice President, San Diego Labor Council. In addition, each of the eighty workshop participants were provided with an excellent analysis of the income, occupational, and educational characteristics of older people living in the San Diego County area.

San Diego's workshop featured four group sessions, each of which were assigned the general topic "What Are the Employment Problems of Older Workers in San Diego County and What Are Some Suggested Solutions to These Problems". Inasmuch as possible, each workshop was composed of representatives from management, labor, employment services, and community organizations. Each session developed specific recommendations for community, employer, and employee consideration. In addition, specific recommendations were developed regarding desirable expansions of the present services of the State Employment Service to older workers.

8. Van Nuys

The Van Nuys Workshop featured discussion of a wide range of topics and proposals for action. Principal speakers included Mr. Karl Kunze, Director of Personnel, Lockheed Aircraft; Assemblyman Charles Warren of Los Angeles; and John Allard, Coordinator, Region Six, United Automobile Workers of America, Los Angeles. Dr. Abbott Kaplan, Director, Extension Service, University of California, Los Angeles, summarized the workshop's findings in the final general session.

The speakers alone produced several highlights. Mr. Kunze's remarks debunked the emphasis placed on chronological age in hiring older people and said employers should take five factors of "age" into consideration in hiring, namely, physical, emotional, educational, intellectual; and chronological age together. Assemblyman Warren speaking on "Legislative Interest in the Older Worker" presented several proposals for consideration in the workshop. He also urged workshop participants to "reject no idea - the Legislature wants a series of alternatives to consider". Mr. Allard suggested that the pressures on older workers to continue employment were largely resulted fears about economic insecurity upon retirement and in adjusting to retirement itself. He urged consideration of preretirement preparation programs, phasing out of retirement, and improved public and private retirement income and health care plans as ways of alleviating these fears.

Four group sessions were held as part of the workshop. One session titled "The Qualified Worker vs. Pension and Insurance Costs" voted to recommend that the Legislature appropriate funds for a comprehensive study of the actual pension