

a state committee to solely focus on the problems of the older worker and encourage appropriate action toward their solution by labor, management, and communities acting in cooperation with government.

4. Strengthening of Public Employment Services to the Older Worker

A wide range of suggestions and proposals were made to strengthen the existing role and services to the older worker provided by the California Employment Service and the Department of Employment. Although there were different degrees of support, specific proposals made included suggestions to upgrade and improve the present status and qualifications of Older Worker Specialists, an increase in the number of Older Worker Specialists, to provide more comprehensive and individual job counseling and placement, more extensive listing of job opportunities available to older people by the Department and local Employment Service offices, and funds for the establishment of strengthened activity and projects by the Department to increase the opportunities in part-time employment for persons primarily 60 years of age and over.

Also, it was proposed that the present legislation which is designed to combat discrimination in employment be strengthened by the establishment of a formal conciliation service within the Department where complainants and employers can be brought together when charges of alleged discrimination are made to settle differences. Another proposal was legislation to eliminate date of birth or age from application blanks. It was argued that often the older worker is screened out on the basis of age alone and if such factors were eliminated, prospective employers would hire or reject on more valid factors than age.

5. Management-Labor Action

There was acceptance that the basic decisions regarding the employment and hiring of older workers essentially rests with management and labor, and basically, in all instances, with employers whether in the fields of private or public employment. The suggestion was frequently made that employment opportunities for older workers could be substantially improved by establishment of better understanding between management and labor in this area. Joint action by both around common objectives was viewed as preferable to unilateral action by either that can produce friction, misunderstanding, and rejection of a specific policy affecting older employees. The suggestion was made for the Legislature to invite both labor and management, in cooperation with other interested groups, to form joint committees at a community level to explore together the advisability of establishing maximum and minimum educational requirements, physical requirements, and the actual duties of each job in the community. Many felt that this approach would