

Unions attempt to protect the rights of seniority of their members. Attempts have been made by older people to solve their own problems. Such groups as 40 Plus, Experience Unlimited, and management groups contributed to the employment total. Efforts have been made to make employers aware of the fact that the older worker is adequate, steady, seldom ill, loyal, and that pension costs, vacations, and insurance costs need not be a barrier.

Preparation for retirement is another area which is receiving attention. This fosters the concept that the individual who plans for retirement, who attempts to learn about the social and psychological aspects of aging, who includes plans for meaningful and constructive use of leisure time, along with financial planning, will not have to make as great an adjustment in retirement -- may not wish or have to work -- or if it is necessary from an income standpoint, will be aware of a probable need for retraining and the need for mobility.

At a national level, the President's Council on Aging has made some recent recommendations for enlarging the employment opportunities for older people. The Council repeats the premise that "the problem of employment for older workers is but part of the larger problem of employment opportunities for all who wish to work and are capable of doing so. The solution depends heavily upon the success of measures to stimulate economic growth and to expand total employment."

As we have discussed today, the need for a part-time employment service that would concern itself with discovering and developing part-time employment in private business and industry, government and institutions was recommended. Legislation for relocation allowances was recommended for workers displaced by economic shifts -- as long as they had a bona fide offer in another area. (This cost would be small when compared with extended unemployment compensation.)

Expansion of training and educational opportunities were recommended along with the development of projects for special forms of training and related services for particular groups of older workers such as those with health problems or patterns of nonwork. It was recommended that there be measures taken to avoid and ease the impact of layoffs on the older worker, such as manpower planning, reassignments, plant retraining, broader seniority districts, and early notification of layoffs. Development of public service employment opportunities for the aged was recommended.

The Council also recommended that severance pay be on the basis of years of employment, that gradual retirement programs be inaugurated, that there be expansion of opportunities for volunteer service -- and that the Social Security System be improved so that long periods of unemployment, when registered for work, will not decrease benefits.

At the recent National Council on Aging meeting in Chicago in February, one speaker proposed educational leaves, financed by the employer, the employee, and the government -- and directly related