

of business and labor. Secondly, it was suggested that the Department of Employment should correlate and make resumes of existing programs relating to the employment for older workers. These were individual suggestions and not the final recommendations of the group. It was also suggested that the State Department of Employment should have responsibility for coordinating training and retraining efforts and that information should be provided to employers on what was going on.

The question was also raised of various legal impediments to the hiring of older workers. Out of that discussion came a recommendation for further liberalization of the retirement test under the Social Security Act, which many older people feel limits their opportunities for employment. As to the role of the Industrial Development Commission with its emphasis on attracting industry to the area, the suggestion was made that we are entering a period in which there will be rapid expansion of health activities, recreational industries, other types of service industries, some which may conceivably provide more employment opportunities for the older workers than the kind of industry which we traditionally think of in this connection.

Group II was concerned with what employers can do. There was emphasis on the need for the creation of more adequate understanding on the part of employers, of the advantages and disadvantages of older workers, educating first-line supervisors so that they would not have prejudiced attitudes against hiring older workers, and improvement of pension plans in various ways. Some members of the group thought that companies should take responsibility for retraining older workers, but this view was not unanimously accepted. There were some who felt that it was the individual's responsibility to keep his skills at prime level.

There was a good deal of discussion of the problem of compulsory retirement, with emphasis on the fact that the very widespread adherence to a fixed retirement age was attributable primarily to the problems of communication that were created by a more flexible system. The need to keep promotional opportunities open for younger workers was also emphasized. But it was suggested in this connection that "phasing-out" plans under which people could retire gradually could be worked out in such a way that they would not interfere with promotional opportunities for younger people. Older employees who were being phased out could be shifted to job assignments which did not interfere with lines of promotion.

Group III was concerned with what unions can do, and quite a number of constructive ideas came out of this discussion. It was suggested that unions should negotiate for more realistic hiring practices on the part of employers and that unions have a role to play in encouraging shifts to more appropriate job assignments for older people. There was a very interesting example given of the practice of part of the Alameda-Contra Costa Transit Company of shifting older drivers into jobs as dispatchers which they apparently handled very well. However, there were not enough dispatcher jobs to take care of the need, which is frequently the problem in trying to work out shifts of this