

kind. There was quite a bit of emphasis on the need for labor-management committees in particular industries, which would continually concern themselves with identifying appropriate shifts in job assignments for older workers, preparing workers psychologically for these shifts, and with preparation for retirement programs. On the question of reserving certain jobs for older workers there was some disagreement. There was also reference to the need for wage adjustments, in some cases in which older workers were shifted to lower rated jobs or in which the older worker's productivity declined, but again there was a good deal of disagreement. There was some mention of the need for greater effectiveness of the anti-age discrimination legislation. There was also discussion of the need for improvement in pension plans, job redesign, and educational programs for union leaders on problems of the aged.

Questions were raised about whether the low age limits on entry into apprenticeship programs were appropriate in all cases and whether we need to reconsider the length of apprenticeship training. This may seem a little remote from the problems of older workers, but it is actually part of the whole problem of preparing the labor force for adaptability and adjustment. It was also suggested that physical exams in industries sometimes screen out older workers unnecessarily through too rigid standards and that educational requirements sometimes exclude older workers unnecessarily from jobs that do not require much education.

In addition, there was some discussion of what the individual worker can do. He needs to be encouraged to be adaptable and to prepare himself for possible job shifts and changes in assignments. We must recognize, however, that we need to think in terms of a continuing process of adult education in a world of rapid technological changes.

Group IV, (led by Dr. Huntington) was concerned with the question of what the Employment Service can do. Practically the entire discussion in the morning meeting of that section was on the existing law in California relating to age discrimination in hiring. Suggestions were made, but there was considerable disagreement. Among the changes discussed were proposals that the law should be amended to cover all firms regardless of size, that the law should be extended to cover newspaper ads.

(VOICE: Other ads as well?)

It was also proposed that the law should be strengthened with respect to its enforcement procedures which are now practically nil. Among several possibilities mentioned was a conciliation procedure, and it was pointed out that the Department of Employment does have a sort of informal conciliation procedure now. It was also suggested that age be eliminated from application blanks for employment, in much the same manner that information on race or religion has been outlawed.

The afternoon discussion in Group IV was concerned more directly with employment services, particularly with the older worker