

right of a livelihood simply because he has reached an age some personnel officer arbitrarily says is too old.

We know the Metropolitan Life Insurance Co. will sell me a pension policy; they will sell me a package for my employees at a set rate for each employee up to the age of 40. Then when they reach 40 the premiums begin escalating with every additional year of their age.

This is why I say it seems to me if we are going to bring meaningful help to the aging in this country who want to work and earn a livelihood, who want to be good decent citizens—they don't want a public dole; they want to carry their load—I say we ought to get the figures on the economic factors as quickly as possible and then eliminate discrimination because of age.

Mr. HAWKINS. My comments were not intended to reflect on my colleague's intent; I just wanted some clarification on your particular proposal.

Mr. Dellenback?

Mr. DELLENBACK. No questions, Mr. Chairman.

Mr. HAWKINS. Thank you, Mr. Bechill.

Mr. HAWKINS. Our next witness is Mr. Charles Rowan, chairman of the "Jobs After Forty Committee" of the Fraternal Order of the Eagles.

Mr. ROWAN. I wonder if you could first hear the statement of the national president of the Fraternal Order of the Eagles, Mr. William McCawley, of Illinois.

This matter is so important we brought our grand national president of the Fraternal Order of Eagles.

Mr. McCawley. It is a privilege for me to be here before you and your fine committee. Being a member of the Iron Workers Local 392 in East St. Louis for 25 years and a member of the Eagles for 25 years and through a hurried change in schedule yesterday I prepared a little short statement here I would like to present to you and your fine committee.

My name is William A. "Red" McCawley and I have recently been elected grand worthy president of the million-member-strong Fraternal Order of Eagles.

I come from Belleville, Ill., and mention with pride that our Governor Otto Kerner, 2 weeks ago signed the Eagle-sponsored legislative bill that will ban job bias in the State of Illinois.

The bill had twice before been defeated but mindful of the emblem of our fraternity and of our great country—the bald eagle, symbolizing strength and courage—and mindful too of that ever-growing number of worried insecure though skilled men and women who are denied jobs or lose them not because of incompetence or indifference but only because of advancing birthdays (as low as 40 years in some cases)—these are the realities that kept us going.

For over a dozen years the Eagles have appointed themselves the spokesmen for these men and women who have been the backbone of our productivity in this country.

Our methods have not been sophisticated. We have worked on a people-to-people level. Signatures by the thousands have been obtained. As a matter of fact a million of these signatures were brought here to Washington by the Eagles some years ago with a plea that Federal legislation outlawing job age bias be enacted.