

These bills will apply to all employers with 25 or more employees, and through state laws the employers with fewer employees can be regulated. The bills cover individuals between 45 and 65, and the Secretary may adjust this upward or downward. While we hope that he will lower the minimum age to 40, we are completely satisfied with these bills as they now read and do not request any change.

We passed this type of law in Wisconsin in 1959. The National Manufacturers Association took the lead in acquainting its members with the requirements of the new law and urging its members to comply with it. The large daily newspapers quickly did their part by instructing their ad takers not to accept help wanted ads which specified an age limitation. The Wisconsin Industrial Commission sent out several letters and pamphlets to all employers, employment agencies and labor unions, advising them of what the law prohibits and what it permits.

Compliance has been very satisfactory considering the small amount of personnel enforcing it. Almost all cases have been settled by conciliation, that is, by voluntary compliance by the employer. In the case of some complaints the employer has been exonerated.

Virginia Huebner, Director of the Equal Opportunities Division of the Industrial Commission, informs me that only seven complaints involving age discrimination have been received during the past year. One involved a 61 year old custodial worker who had been discriminated against because of age in denying him permanent status and the privileges which accompany it. After conciliation, he was granted permanent status and reimbursed for his financial loss (full wages, vacation pay, etc.).

Another involved a woman who wished to hire a "young" employee. When the ad takers for the newspapers refused to take her ad, she went to an employment agency which refused to service her and reported the matter to the Industrial Commission.

A third involved a 51-year-old domestic science teacher in a small up-state high school. The school board refused to renew her contract and instead signed a contract with a young girl who had just graduated from college, apparently because they wanted a prettier, more glamorous domestic science teacher. The Industrial Commission thought since when is a 51 year old woman too old to teach kids how to cook and bluntly ordered the school board to renew the teacher's contract and figure out for itself what to do with two domestic science teachers.

The Wisconsin Industrial Commission is presently focusing attention on the age requirements which have for so long been prevailing in the field of training to determine what changes may practically be effected.

Mr. HAWKINS. Thank you, Mr. Rowan.

Mr. PUCINSKI. I would like to thank Mr. Rowan along with Mr. McCawley and would like to repeat I am impressed with the work the Eagles have done in this field.

You have really crossed the country with your understanding of this problem. I wonder if you would comment on the point I made that it is going to continue to be difficult to get meaningful effective legislation barring age discrimination unless we face up to the economic factors involved.

As you know, I have introduced legislation to give an employer a tax credit for hiring older workers. In other words, if he determines it would cost him x amount of dollars more to hire a person age 48 or 50 as against a person age 25 he now claims that difference. But, as you know, in our present structure that corporation recovers only a relatively small percent of his investment.

What I again want to do is give him a full tax credit for that difference if indeed it should cost a hundred dollars or more or \$200 more.

I recall research I did on the subject a couple of years ago. As an example, it cost a steel manufacturer, an employer, because of the pension plan, fringe benefits, and other things, it cost him \$265 a year more to hire a man aged 55 as against the man aged 25.