

I don't know of any better authority in this country than the Fraternal Order of Eagles because of your very close association with the problem over the years.

I think you have probably done more research and have more information and practical knowledge in your lodges across the country than any single agency in Government.

I would suggest you should arrange with Mr. Mills to sit down with him and talk on a dual front. Your testimony here will help immeasurably in getting this legislation approved but I think you ought to move on the other front to get the other legislation approved.

Mr. ROWAN. Has that presently been offered?

Mr. PUCINSKI. Yes.

Mr. ROWAN. I am sure the grand worthy president here and the other national officers will want to take action on it because one bill implemented another and your bill will overcome some of the objections that have made it so difficult for us to get the legislation passed in various States.

I would also like to say this on the difficulty of enforcing this law; we found first of all the bill will knock these ads out of the newspaper saying, "Man wanted, 18 to 25 years old."

In other words, it lets a man apply for a job. Then at the employment office it gets him the right to fill out an application for employment, and they can't say he is too old. It gets him the right to fill out an application, to be interviewed, and considered.

The question came up whether it permits an employer to ask the applicant to specify his age in the application form. The Attorney General ruled it did not prohibit him, the employer, from asking the applicant for this information but then when you get beyond this then your problem arises.

How are you going to say whether the employment manager turned the man down because of his age or because of something he did not like about him?

You can turn a man down because you don't like the way a man parts his hair or because he has no hair at all but where the employer hires no older workers a pattern is established. If over a period of years he hires no men over the age of 35 years and you can show qualified men have applied, then you are establishing a violation, and you can get at it.

It is a difficult problem and enforcement will depend on the experience developed and the expertise that the Secretary of Labor and his staff will develop over the years.

We Eagles are all very highly encouraged that you are considering this legislation.

Mr. PUCINSKI. Thank you very much.

Mr. HAWKINS. Thank you, Mr. Rowan and Mr. McCawley. Your presentation here today has been most helpful to the committee. We are very appreciative of the work you are doing and the contribution you have made in these hearings.

The meeting is adjourned until tomorrow morning at 10 when the committee will convene and hear various witnesses at that time.

(Whereupon, at 11:50 a.m., the hearing recessed, to reconvene at 10 a.m., Thursday, August 17, 1967.)