

workers, but also offers meaningful job opportunities to many who could not otherwise find employment, provides for the construction of senior citizens centers, and provides for the study and investigation of possible alternative answers to the problems now confronting us.

I am primarily concerned with emphasizing that the problem of the older worker is one of the greatest importance. Considered purely from the psychological point of view, if the involuntary unemployment of the older worker continues to increase, we shall have on our hands a great problem in the reeducation of these people so that they may face the prospect of 20 to 25 years of retirement without anxiety and depression. Economic aspects of involuntary unemployment—or early retirement—are of even more serious consequence, for the importance of earned income in the budget of many of the elderly is paramount.

The bill which I have introduced is aimed at these problems. It will operate by “providing these age groups with opportunities for useful work, part time and full time, paid and volunteer, will bring them needed income, will benefit their physical and mental health; and will be a means of providing services needed by all age groups which are not now being provided.”

Older workers often find it very difficult to surmount the assumption that they are unable physically or mentally to handle any new work because of their age. Title II of my bill would attempt to fight this discrimination by making it unlawful for employers, employment agencies, or labor organizations to discriminate against any individual solely because of age, except in cases where age is a bona fide occupational qualification.

Violation of these prohibitions would be punishable by civil penalties. Administration of the bill would be in the Wage and Hour Division of the Department of Labor, with the Secretary of Labor empowered to carry on a continuing program of education and information.

The elimination of age discrimination in employment will be a major step toward the goal of a better life for older citizens, but while it insures that available jobs will not be refused to qualified applicants, it does not insure a job for every older worker who wants one.

In this day of rapidly improving technology, many older workers find their skills outmoded and their jobs abolished as new and more efficient methods of production are adopted. In order to combat the tightening job market, it will be necessary to provide work opportunities for older persons. Title III of my bill will help to increase the availability of work by anticipating jobs on federally supported programs and authorizing the Secretary of Labor to provide training for older workers to fill these jobs.

To create further job openings, the Older Americans Act of 1965 will be amended to provide for a Senior Service Corps. The Secretary of Health, Education, and Welfare will be authorized to supply part-time paid jobs in community service programs to workers aged 60 and over who are unable to secure full-time employment or to those who need to supplement an inadequate retirement income.

Such jobs would provide a viable solution to the problem facing the worker who has exhausted his other means of support, but has not as