

throughout this Nation today, this is true in most of our large corporations, our utility companies, our banks, our insurance companies, and many of these white-collar jobs. These people just have a very difficult time to secure a job.

You read a lot of items in the paper about men dyeing their hair, using toupees, wigs and everything else, doing everything else to cover up the fact they are reaching that period when retirement is close at hand. They don't do this because of their pride or the fact they are trying to attract a younger woman or something like that; they do it because they are trying to maintain and hold their jobs.

This is true throughout the country. It is amazing, if you just checked into it, how many men today go down to these hair stylists and get themselves fitted up when they go out to apply for a job. It is no laughing matter; these men are confronted with an economic problem. Women are the same way because as soon as a prospective employer hears they are over 45 years of age the bars are up and they are just not interviewed.

This is one of the most serious problems in the country and I know your able chairman here, Mr. Dent, a man I have great faith in, he is a great fighter. I know you will look into this problem in a good serious way and come forth with legislation that will be productive and try to eliminate and relieve this real problem that faces the American people. I know you are certainly going to help out these airline stewardesses because certainly the young age at which they are required to retire is unfair and inequitable.

Thank you.

Mr. DENT. Thank you, Congressman Burke. I might say we appreciate very much your not only practical but very philosophical presentation here this morning. You touched into that realm of thinking that is seldom given to a committee by a witness. You dug down and probed the depths of this problem. The very serious aspect of this particular problem is the great danger to the individual who has a growing family and at the age of 40 or over finds the door is closed to him, not only for the opportunity to work but even the opportunity of making an application for work.

So many times, as you have said, when the age is upon the application, that application doesn't get the benefit of seeing the light of day. It is immediately discarded because many of the large industrial corporations of this country have a policy that no worker over 40 is to be considered.

In some instances this discrimination results due to the reasons you have stated and in some instances due to the inroads on pension plans, and insurance policies. These practices have been allowed to pass unnoticed, as it were, over the years. I am glad to get before this committee Members of Congress like yourself.

I want to present Congressman Scherle from the State of Iowa.

Do you have any questions?

Mr. SCHERLE. No, I have no questions.

Mr. BURKE. Thank you for allowing me to appear here this morning.

Mr. DENT. Thank you, Mr. Pucinski, for you help here.

I want to thank the witnesses for coming here this morning, and I am sure the record is complete and I doubt if the committee will hold any more hearings. However, we will give to those who have