

Mr. PUCINSKI. I think the record should show Mr. Matsunaga has prepared an excellent statement on this legislation and merely reflects again his long interest in this legislation. I am pleased that this Member would take time to come to this hearing to give testimony before this committee.

This is where the legislation begins and the Congressman from Hawaii is fulfilling his responsibility in being here to present testimony. I want to thank you.

Mr. DENT. The Congressman's testimony will appear in the record at this point as well as any additional remarks.

Mr. MATSUNAGA. Thank you.

(The statement referred to follows:)

STATEMENT OF HON. SPARK M. MATSUNAGA, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF HAWAII

Mr. Chairman and members of the Subcommittee, I thank you for this opportunity to testify in support of H.R. 8125, the Age Discrimination in Employment Act of 1967.

My bill is identical with H.R. 4221, which was introduced by the distinguished chairman of this Subcommittee, and with H.R. 3651, which was introduced by the distinguished chairman of the House Committee on Education and Labor, Mr. Perkins.

The legislation now before this Subcommittee is designed to aid some 850,000 Americans, age 45 and over, who are employable but not employed. Most of them are skilled, experienced, competent, and in good health, but because they are also over 45, they cannot find a suitable job—in many cases, any job.

Title VI of the 1964 Civil Rights Act outlaws discrimination in employment practices on the basis of race, religion, color, or national origin. However, it does not encompass the important area of age, and it is vital that Federal legislation now be enacted to correct the wide-spread discriminatory employment practices found in this area. Twenty five States have already passed legislation making it unlawful to discriminate merely on the basis of age, but most of these laws are inadequate to bring about effective compliance.

A survey conducted by the Secretary of Labor showed that in 1964 there were about 3½ million workers, age 45 or over, who were involuntarily unemployed at one time or another. This means that 27 percent of all who were unemployed that year were older workers. Only 8.6 percent of all new workers hired by the surveyed establishments were over 45—less than one-third of this age group's proportion among the unemployed.

Aside from the dispiriting effect caused by long periods of unemployment, older workers who are unemployed generally face problems which are very serious. Their family expenses are greatest at this time. Their children need more clothes and incur substantial school expenses, especially if they are going to college.

Employers generally advance several reasons to justify their practice of not hiring older workers. One of these is the insupportable assumption that most of the workers over 45 have health problems which would detrimentally affect their efficiency and work attendance. Studies have shown, however, that the job performance of the older worker at many tasks does not decrease significantly with age. Even after 55, the older worker is usually able to keep up with the pace set by his younger co-workers. These studies also reflect an absence of any appreciable difference in the work attendance between the age groups.

The additional expense of short-term pension plans for older workers is advanced as another reason by some employers who fail to hire them. However, other companies have found that any additional pension cost is more than offset by the skill and experience the older worker brings to the job. The cost of training an older worker is less, and any savings effected could be used to meet the extra pension cost.

I mentioned earlier that although age discrimination in employment laws are found in about one-half of our States, such laws generally are not considered to be effective. There are, of course, some notable exceptions. Whatever other reasons may be attributed to this lack of success, the principal reason seems to be the absence of uniformity in these laws throughout the country. I recently received a letter from a friend discussing the maximum age restriction applicable to airline stewardesses. It would be difficult for an airline with interstate air