

that the desired objectives could be achieved without this added difficulty.

In my judgment, these distinctions between the two bills are important but the overriding need is that we pass effective legislation which prohibits discrimination in employment on account of age. I am hopeful that the committee and the Congress will act promptly on this matter, to supplement and shore up the 20 State laws now banning discrimination because of age, but hampered because of lack of funds and staff. Indeed, the New York State law against discrimination contains specific prohibitions against discrimination of this sort and between the years 1945 and 1965 the State commission for human rights received 698 complaints under these sections. Clearly, assistance by means of a parallel Federal statute would permit the commission, and similar agencies in other States, to proceed more effectively in this important area.

Mr. DENT. Congressman Reid, it has been a pleasure to hear your testimony. Thank you for appearing here today.

Our next witness is the Honorable Edna F. Kelly of New York.

Mrs. Kelly, will you have a seat at the witness table.

**STATEMENT OF HON. EDNA F. KELLY, A REPRESENTATIVE IN
CONGRESS FROM THE STATE OF NEW YORK**

Mrs. KELLY. Mr. Chairman and distinguished members of this committee, I address you today to urge that favorable action be taken on the Age Discrimination in Employment Act of 1967 (H.R. 3651) and my companion bill, H.R. 8535.

Throughout the history of mankind, we have looked upon our senior citizens as people of experience and, at times, of infinite wisdom. We have looked to them for guidance and teaching based upon their varied experiences in life. We have recognized that they have, in their fields of endeavor, acquired knowledge, wisdom, and experience which can only be gained by living through the vicissitudes of life.

However, in this era of advanced technology and automation, many segments of the business community, as well as others, have stressed the virtues of youth far beyond reasonable bounds. We hear time and time again of situations where persons over 45 or 50 years of age cannot obtain employment because of their age, despite their abilities and experiences.

As of the 1960 census, there were 29 million persons in the United States between the ages of 45 and 60. There are millions more between the ages of 60 and 65 years. What do these people face? As our society becomes more technically oriented, will these people be deprived of employment or forced out of their employment at early ages? Will they be relegated to idleness during prime and productive years? Will they be forced to accept the humiliation of employment as office boys and messengers during their later years?

High living costs have made it almost impossible for working people to accumulate sufficient reserves to insure adequate investment income in later years. What does a man of 55 years do if he finds himself out of work? How many employers will hire him—no matter what his talents or capabilities?