

At this time I have the honor of presenting to this subcommittee a Member of Congress who needs no introduction. I present Hon. James C. Cleveland from the State of New Hampshire.

**STATEMENT OF HON. JAMES C. CLEVELAND, A REPRESENTATIVE
IN CONGRESS FROM THE STATE OF NEW HAMPSHIRE**

Mr. CLEVELAND. Mr. Chairman, I want to thank you for the opportunity to appear before the committee to offer testimony on this most important legislation.

I have introduced three bills in the area which the committee is presently studying. The purpose of these bills is to prevent systematic exclusion from employment of individuals over the age of 45, or discrimination against these individuals once employed, in terms of the conditions or privileges of their employment.

My first bill would prevent discrimination in employment because of the age of the applicant.

The second would make it an unfair labor practice for an employer or labor organization to discriminate unjustifiably on account of age.

The third would provide an income tax credit for an employer for increased costs directly due to the employment and/or training of older persons in his trade or business.

Both medical and technological advances have greatly increased the productivity of workers over 45. Therefore, discrimination against workers of this age is not only unfair to the workers, but also harmful to the employers themselves who are losing a valuable source of mature, stable, and experienced personnel. Discriminatory practices in hiring and working conditions against workers over 45 have their rationale in circumstances which simply no longer exist. Yet, the discriminatory practices continue, and constitute a severe and urgent problem.

Mr. Chairman, for several months now I have been urging speedy action upon these bills. I am pleased to see that your committee is now giving them the serious consideration which they deserve. Again I would like to thank you, Mr. Chairman, and the committee for this opportunity to offer testimony.

Mr. DENT. Thank you. I am sure that you have made a fine contribution to the deliberation of this committee.

Our next witness will be Congressman William C. Cramer. Mr. Cramer is from the State of Florida. We will be glad to hear your testimony at this time.

**STATEMENT OF HON. WILLIAM C. CRAMER, A REPRESENTATIVE
IN CONGRESS FROM THE STATE OF FLORIDA**

Mr. CRAMER. Mr. Chairman, I am delighted to have the opportunity to once more appear before this distinguished committee and to again discuss a problem that is very close to my heart.

Representing an area housing many retirees, Pinellas County, Fla., I have had the opportunity to witness firsthand the serious effects of employment discrimination based on age. It is a problem of the most serious magnitude and one I have attempted to alert the Congress to for many years.

On August 31, 1965, I appeared before this committee in support of my bill, H.R. 6640, which was similar to H.R. 6908, on which I