

am testifying today. Unfortunately, no action was taken on that bill. I am hopeful we will be more successful this year.

I am convinced that a serious investigation into the problems of the elderly will disclose that closely related to the mental and physical problems accompanying growing old is the problem of unemployment which results in forced idleness and insecurity.

An authority in the field of geriatrics, Dr. Edward F. Bortz, has said:

Older citizens who are actively employed will be more healthy and better adjusted and consequently a less likely drain on the Public Treasury. Instead of being consumers, they will be producers and taxpayers. They will take pride in being self-supporting and in being able to provide for their own needs. It can be predicted that healthy and alert senior citizens, well utilized by the community, will make far fewer demands for medical services.

Unfortunately, the therapy Dr. Bortz recommends is too often frustrated by hiring practices which make it impossible for older Americans to keep actively employed. In short, older Americans are discriminated against in the area of employment.

It is for this reason that I introduced and am today testifying in behalf of my bill, H.R. 6908, which amends the National Labor Relations Act so as to prohibit discrimination in employment because of age.

I introduced this legislation, Mr. Chairman, because in my judgment and in the judgment of many experts in the field of geriatrics, the reasons for such discrimination on the basis of age are inherently defective.

I'm sure this committee recognizes that the problem of discrimination on the basis of age, so far as employment practices are concerned, is manifold.

First, there is the problem of the individual over 65 years of age who can't afford to retire but can't find employment because of his age.

Secondly, there is the problem of the individual between the ages of 45 and 65 who, due to any number of factors, must seek new employment but finds such employment unavailable because of his age.

This category is directly related to the first I mentioned for when a person between the ages of 45 and 65 has difficulty finding suitable employment, he finds it equally difficult to financially prepare for his retirement years. Thus, upon reaching the age of 65, he must continue active employment. By this time, of course, his age compounds his problems.

There is third category of senior citizen who, despite his advanced years, desires and is fully capable of continuing active employment. This individual still has much to offer society but because of his age, cannot find employment.

An examination of the reasons why older persons are discriminated against by prospective employers discloses a tremendous number of fallacies which I believe are well worth exploring at this time.

In 1960, the Institute of Industrial Relations of the University of California made a study of the employment problems of older workers. In discussing hiring practices, the following observations stand out:

1. The study reveals that while "Older people are slower at organizing incoming data and acting on it in terms of new tasks," nevertheless, "Older people generally tend to stress accuracy over speed."