

mentally able to perform and to enable senior citizens to achieve a retirement income sufficient for healthful living on a reasonable standard and for participation in community life as happy, self-respecting citizens.

Passage of legislation outlawing discrimination in employment because of age will be a giant stride in obtaining these goals.

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

At this time we will call upon the Hon. Melvin Price, Representative from the State of Illinois, who will present testimony on this legislation. Mr. Price, we welcome you here.

STATEMENT OF HON. MELVIN PRICE, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF ILLINOIS

Mr. PRICE. Mr. Chairman, distinguished members of the General Subcommittee on Labor, I appreciate having this opportunity to express my support for remedial legislation dealing with age discrimination in employment.

Discrimination in employment because of age is a serious problem that must be confronted. It is a cruel hoax that is perpetrated at the expense of our workers age 45 and over who are forced to seek employment solely because their age is considered a handicap. Ironically, and tragically, these individuals seeking employment do so in a society that professes a commitment to the concept of full employment, as expressed in the 1946 Employment Act.

The time has come to meet this problem, and I am glad this committee has focused its attention on a situation of longstanding concern to me. Since 1958 I have sponsored such antidiscriminatory legislation. My original bill sought to prohibit age discrimination in the hiring and employment practices by Government contractors. I further sponsored in the 89th Congress H.R. 11915 to amend the 1964 Civil Rights Act making discrimination because of age an unlawful employment practice. My present bill, H.R. 1094, is identical to H.R. 11915.

In this age of rapid technological progress, we find that increasingly higher educational achievements are needed for personnel advancement. Thus, more and more men are facing the problems of maximum hiring ages and mandatory retirement policies. What is to be done to create more available jobs for the unemployed over 45 years of age? Although these older workers are regarded by their employers as more stable, reliable, and responsible, the older individual is constantly confronted with the misconceptions and inaccurate generalizations about his lack of ability due to age. The burden is now upon him to convince a prospective employer that he has skills and qualities which will compensate for his lack of youth. This is difficult for many of these displaced workers because they are unaccustomed to personal interviews, employment tests, and the competition of the younger educated workers. It is also frequently economically and emotionally difficult to relocate to areas having better employment prospects.