

After the Studebaker plant shutdown, the National Council on Age in South Bend, Ind., found, among 4,500 workers aged 50 and over left unemployed, that two-thirds had dependents under the age of 19. Thus employment was essential for economic reasons to these workers. The concerted efforts of the South Bend Community Council, the U.S. Department of Labor, and the National Council on the Aging alleviated the problems of unemployment through intensive job counseling, development, and publicity. As reported by Norman Sprague, director of the employment and retirement program of the National Council on the Aging, the average age of the long-term employees of the Studebaker company was 55. Of the approximately 4,500 persons over 50 that were left unemployed by the shutdown, 4,000 were serviced by the combined programs and, as a result, 66 percent were soon reemployed or in the MDTA training program and only 8 percent were still looking for jobs.

My bill, H.R. 1094, amends the Civil Rights Act of 1964 to establish prohibitive measures in employment discrimination due to age. I proposed it to focus attention and to use it as a vehicle toward developing a solution to this problem. I certainly do not oppose any provisions in the pending legislation that encourage research and study activities of this situation. Our thinking about age as a factor in job performance can only be clarified by empirical studies of a variety of types of occupations. The correction of this problem will provide a valuable addition to our human resources and manpower development programs. I am not offering a panacea to these problems but an opening of roads to new hope for the "older" persons, and so I steadfastly support urgent passage of this legislation.

Mr. DENT. Thank you, Congressman Price, for appearing before this subcommittee.

At this time, I would like to have the testimony of a very valued Member of the Congress of the United States, one who has long been interested in the problems we have in this legislation, the Honorable James A. Burke, Representative of Congress from Massachusetts. We are happy to have you with us, Jim.

(Whereupon, at 12:55 p.m., the committee adjourned, subject to the call of the Chair.)

STATEMENT OF THE AIR TRANSPORT ASSOCIATION

This statement relating to legislative proposals to prohibit arbitrary discrimination in employment on account of age, to wit, H.R. 3651, H.R. 4221, and H.R. 3768, is submitted by the Air Transport Association of America on behalf of its membership which is composed of virtually all the U.S. certificated scheduled carriers by air.

The air transport industry herewith submits specific recommendations which, in its judgment, would improve the legislative proposals under consideration. The amendments recommended have a direct bearing on the operations of the air transport industry, but would not, in any way, alter the purpose of the bills being considered. Adoption of the recommendations would not mitigate elimination of unjustifiable arbitrary age discrimination which deprives older workers of opportunities for employment when they have the capacity to be productive participants in the national economy.