

ers and have the same effect upon a large proportion of the youthful American work force. For the foregoing reasons a *NO* vote is requested on H.R. 3651 and 4221.

Very truly yours,

J. J. MILLER,
Executive Vice President.

OFFICE OF ECONOMIC OPPORTUNITY,
EXECUTIVE OFFICE OF THE PRESIDENT,
Washington, D.C., August 3, 1967.

Hon. JOHN H. DENT,
House of Representatives,
Washington, D.C.

DEAR JOHN: I was extremely disappointed to learn only this afternoon that your Subcommittee has been holding hearings on the excellent Bill which you have introduced to ban discrimination against older workers.

Had I known of the hearings, I would certainly have been present to add my plea for a favorable report regarding this legislation. Why I did not know of it, I cannot imagine, but you may be sure that I am filing a strong complaint with those who should have notified me. Indeed, I would have been most grateful if someone on your staff would have let me know directly.

I would like to say now, however, that I believe such legislation to be badly needed and long overdue. In my opinion, it would do much to open employment opportunities for many competent people who are now unable even to have their applications considered, simply because they have reached someone's arbitrary age limit. Furthermore, it would give to all of us the benefit of the contribution to the work force which these competent people could make, if their applications could at least be considered on their merits regardless of their age.

I would be grateful if you would have this statement entered into the record, and be assured of my earnest hope that your Bill will be favorably reported and ultimately adopted.

Yours sincerely,

GENEVIEVE BLATT,
Assistant Director.

STATEMENT BY AMERICAN LIFE CONVENTION, HEALTH INSURANCE ASSOCIATION OF AMERICA, LIFE INSURANCE ASSOCIATION OF AMERICA

The American Life Convention, the Health Insurance Association of America and the Life Insurance Association of America appreciate this opportunity to express our views with respect to H.R. 3651 and H.R. 4221 which would prohibit arbitrary discrimination in employment on the basis of age. Our Associations have an aggregate membership of 509 companies in the United States and Canada which have in force approximately 93 percent of the life insurance, and 87 percent of the accident and health insurance, written in the United States. These companies also hold 99.9 percent of the reserves of insured pension plans in the United States. These plans cover more than seven million participants or 99.7 percent of those under insured pension plans.

These bills would make unlawful age discrimination in employment except where age is a bona fide occupational qualification. They would also exempt compulsory retirement arrangements. The primary purpose of the bills would be to alleviate the difficulties which many workers over age 45 encounter in finding and maintaining satisfactory employment. We share the interests of the sponsors of this legislation and support the objective of encouraging the employment of older individuals.

This is an age group for whom a number of our member companies, have, over a long period of time, developed recruiting programs to specifically attract their talents and experience. In general the results of these efforts have been excellent not only in terms of the interest of the companies but the interests of the older worker. The stability and judgment of these mature employees are qualities sought by many of our companies. The education and research programs envisioned by the proposed legislation would be constructive and further encourage the employment of older workers. These positive programs appear to represent a most promising approach to reduce the employment difficulties faced by unemployed individuals over age 45.