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*8/21/76*

**APPROVED**

**APR 21 1976**

THE WHITE HOUSE  
WASHINGTON  
April 20, 1976

ACTION

Last Day: April 23

MEMORANDUM FOR

THE PRESIDENT

FROM:

JIM CANNON *[Signature]*

SUBJECT:

S.J. Res. 35 - National  
Employ the Older Worker Week

*Posted  
4/22/76*

*To Archives  
4/22/76*

Attached for your consideration is S.J. Res. 35, sponsored by Senator Randolph, which would authorize and request the President to issue a proclamation designating the week beginning March 13, 1977 as "National Employ the Older Worker Week".

Additional information is provided in OMB's enrolled bill report at Tab A.

OMB, Max Friedersdorf, Counsel's Office (Lazarus) and I recommend approval of the enrolled resolution.

RECOMMENDATION

That you sign S.J. Res. 35 at Tab B.





EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF MANAGEMENT AND BUDGET  
WASHINGTON, D.C. 20503

APR 16 1976

MEMORANDUM FOR THE PRESIDENT

Subject: Enrolled Resolution S.J.Res. 35 - National  
Employ the Older Worker Week  
Sponsor - Sen. Randolph (D) West Virginia

Last Day for Action

April 23, 1976 - Friday

Purpose

Authorizes and requests the President to designate the week beginning March 13, 1977 as "National Employ the Older Worker Week."

Agency Recommendations

Office of Management and Budget  
Department of Labor

Approval  
Approval

Discussion

S.J.Res. 35 would authorize and request the President to issue a proclamation designating the week beginning March 13, 1977 as "National Employ the Older Worker Week." The proclamation would also call upon employer and employee organizations and all Americans to observe the week with appropriate activities designed to promote employment opportunities for older workers.

The Committee reports generally explain the merits of the resolution as overcoming false stereotypes about the capabilities of older workers and assisting educational

efforts to inform the public about the advantages of hiring such workers. These include:

- better attendance on the job
- less likelihood of changing jobs
- favorable productivity record compared with younger workers

The Department of Labor recommends approval, stating that designation of a National Employ the Older Worker Week "could help increase employment opportunities for older workers by focusing public attention on their accomplishments."

A draft proclamation will be processed in the usual way and forwarded to you for issuance in a timely manner.

*James M. Frey*  
Assistant Director for  
Legislative Reference

Attachment

U. S. DEPARTMENT OF LABOR  
OFFICE OF THE SECRETARY  
WASHINGTON

APR 16 1976

Honorable James T. Lynn  
Director  
Office of Management and Budget  
Washington, D. C. 20503

Dear Mr. Lynn:

This is in response to your request for a report from this Department on the enrolled enactment of S.J. Res. 35, "To provide for the designation of the week beginning March 13, 1977, as 'National Employ the Older Worker Week'."

Middle-aged and older workers seeking employment are often victims of job discrimination fostered by various myths and stereotypes about their capabilities. This Department strongly believes that older workers should have the opportunity to compete with other workers in the job market on an equal basis. We believe that designation of a National Employ the Older Worker Week, as provided in this legislation, could help increase employment opportunities for older workers by focusing public attention on their accomplishments.

Accordingly, we recommend that the President sign S.J. Res. 35.

Sincerely,



Secretary of Labor

THE WHITE HOUSE

ACTION MEMORANDUM

WASHINGTON

LOG NO.:

Date: April 16

Time: 600pm

FOR ACTION:

David Lissy *DL*  
Sarah Maseengale *SM*  
Ted Marrs *TM*  
Ken Lazarus *KL*  
Max Friedersdorf *MF*

cc (for information):

Jack Marsh  
Jim Cavanaugh  
Ed Schmults

FROM THE STAFF SECRETARY

DUE: Date: April 19

Time: noon

SUBJECT:

S.J. Res. 35 - National Employ the Older Worker Week

ACTION REQUESTED:

For Necessary Action

For Your Recommendations

Prepare Agenda and Brief

Draft Reply

For Your Comments

Draft Remarks

REMARKS:

Please return to Judy Johnston, Ground Floor West Wing

*Cannot 4/20 so on*

PLEASE ATTACH THIS COPY TO MATERIAL SUBMITTED.

If you have any questions or if you anticipate a delay in submitting the required material, please telephone the Staff Secretary immediately.

K. R. COLE, JR.  
For the President

THE WHITE HOUSE

ACTION MEMORANDUM

WASHINGTON

LOG NO.:

Date: April 16

Time: 600pm

FOR ACTION: David Lissy  
 Sarah Massengale cc (for information): Jack Marsh  
 Ted Marrs Jim Cavanaugh  
 Ken Lazarus Ed Schmults  
 Max Friedersdorf

FROM THE STAFF SECRETARY

DUE: Date: April 19

Time: noon

SUBJECT:

S.J. Res. 35 - National Employ the Older Worker Week

ACTION REQUESTED:

For Necessary Action

For Your Recommendations

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Draft Reply

For Your Comments

Draft Remarks

REMARKS:

Please return to Judy Johnston, Ground Floor West Wing

No objection -- Ken Lazarus 4/19/76

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James M. Cannon \_\_\_\_\_  
For the President

THE WHITE HOUSE

ACTION MEMORANDUM

WASHINGTON

LOG NO.:

Date: April 16

Time: 600pm

FOR ACTION: David Lissy  
 Sarah Massengale cc (for information): Jack Marsh  
 Ted Marrs Jim Cavanaugh  
 Ken Lazarus Ed Schmults  
 Max Friedersdorf

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Time: noon

SUBJECT:

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ACTION REQUESTED:

For Necessary Action

For Your Recommendations

Prepare Agenda and Brief

Draft Reply

For Your Comments

Draft Remarks

REMARKS:

Please return to Judy Johnston, Ground Floor West Wing

4/17  
 Recommend Approval  
 JMS

PLEASE ATTACH THIS COPY TO MATERIAL SUBMITTED.

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James M. Cannon \_\_\_\_\_  
For the President

THE WHITE HOUSE

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Please return to Judy Johnston, Ground Floor West Wing

*Recommended  
Marrs*

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James M. Cannon \_\_\_\_\_  
For the President

THE WHITE HOUSE

WASHINGTON

April 19, 1976

MEMORANDUM FOR: JIM CAVANAUGH  
FROM: MAX L. FRIEDERSDORF   
SUBJECT: S. J. Res 35 - National Employ the Older Worker Week

The Office of Legislative Affairs concurs with the agencies  
that the bill be signed and proclamation issued.

Attachments

THE WHITE HOUSE

ACTION MEMORANDUM

WASHINGTON

LOG NO.:

Date: April 16

Time: 600pm

FOR ACTION: David Lissy  
 Sarah Massengale cc (for information): Jack Marsh  
 Ted Marrs Jim Cavanaugh  
 Ken Lazarus Ed Schmults  
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FROM THE STAFF SECRETARY

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For Your Comments

Draft Remarks

REMARKS:

Please return to Judy Johnston, Ground Floor West Wing

*Approve  
sum*

PLEASE ATTACH THIS COPY TO MATERIAL SUBMITTED.

If you have any questions or if you anticipate a delay in submitting the required material, please telephone the Staff Secretary immediately.

James M. Cannon \_\_\_\_\_  
For the President

# Calendar No. 609

94TH CONGRESS }  
2d Session }

SENATE

{ REPORT  
{ No. 94-638

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## NATIONAL EMPLOY THE OLDER WORKER WEEK

FEBRUARY 19, 1976.—Ordered to be printed

Mr. HRUSKA, from the Committee on the Judiciary,  
submitted the following

### REPORT

[To accompany S.J. Res. 35]

The Committee on the Judiciary, to which was referred the resolution (S.J. Res. 35), to provide for the designation of the second full calendar week in March 1976 as "National Employ the Older Worker Week", having considered the same, reports favorably thereon with an amendment to the text and an amendment to the title and recommends that the resolution be agreed to.

#### AMENDMENTS

On page 1, line 5, following the word "of", strike the date "1975" and insert in lieu thereof the date "1976".

Amend the title so as to read "To provide for the designation of the second full calendar week in March 1976 as 'National Employ the Older Worker Week'."

#### PURPOSE OF THE AMENDMENTS

The purpose of the amendments to the text and title of the resolution is to make the resolution nonrecurring, which is the policy of the Committee.

#### PURPOSE OF THE RESOLUTION AS AMENDED

The purpose of the resolution as amended is to provide for the designation of the second full calendar week in March 1976 as "National Employ the Older Worker Week".

## STATEMENT

The merits of the resolution are described in a statement given by Senator Jennings Randolph as follows:

Today many false stereotypes hinder the employment of middle-aged and older persons, despite some positive developments in recent years. These attitudes, unfortunately, are leading to a greater and potentially dangerous dependency ratio of non-workers to workers.

Educational efforts, though, can help to inform the public about the true capabilities of persons in their forties, fifties, and above. As a group, mature workers have numerous characteristics to be excellent employees:

Their attendance is likely to be better than that of younger individuals;

They are less likely to change jobs;

Their productivity compares very favorably with younger Americans; and

They are less likely to be absent from work for trivial reasons.

With nearly 1.5 million unemployed persons in the 45-plus age category, this resolution becomes all the more crucial. Moreover, this joblessness level for middle-aged and older persons has risen by an astonishing 75% since July 1974.

But these figures, depressing as they are, really represent only the tip of the iceberg because there is a substantial amount of hidden unemployment among this group.

Consequently, it seems to me that our Nation has much more to be gained by developing sound national policies to maximize job opportunities for all workers, the old as well as the young.

The Committee is of the opinion that the resolution has a meritorious purpose and, accordingly, recommends that S.J. Res. 35 be agreed to with an amendment to the text and an amendment to the title.

○

## NATIONAL EMPLOY THE OLDER WORKER WEEK

MARCH 30, 1976.—Referred to the House Calendar and ordered to be printed

Mrs. SCHROEDER, from the Committee on Post Office and Civil Service, submitted the following

### REPORT

[To accompany S.J. Res. 35]

The Committee on Post Office and Civil Service, to whom was referred the joint resolution S.J. Res. 35, to provide for the designation of the second full calendar week in March 1976 as "National Employ the Older Worker Week," having considered the same, report favorably thereon with amendments and recommend that the joint resolution as amended do pass.

#### AMENDMENT TO THE TEXT

The committee has amended the resolution by striking out all after the enacting clause and inserting a new text to restate the purposes of the resolution and to change the year during which recognition shall be given for employing older workers.

#### AMENDMENT TO THE TITLE

The committee has amended the title of the resolution to reflect the changes made in the text of the resolution.

#### PURPOSE

The purpose of the legislation is to provide for the designation of the second full calendar week in March 1977, as "National Employ the Older Worker Week."

#### COMMITTEE ACTION

National Employ the Older Worker Week legislation was introduced in the House of Representatives as H.J. Res. 776. Representative John Brademas was the principal sponsor.

On March 18, 1976, the Committee on Post Office and Civil Service approved H.J. Res. 776 by a unanimous voice vote and then substituted

the text of H.J. Res. 776 for S.J. Res. 35. S.J. 35 was then ordered reported by the Committee.

## STATEMENT

In this time of high unemployment, it is difficult for many individuals to find work. Unfortunately, middle-aged and older persons added barriers to overcome—the false stereotype of a worker beyond his prime.

The facts contradict this false impression. As a group, mature workers have a number of advantages:

Their attendance is likely to be better than that of younger individuals.

They are less likely to change jobs;

Their productivity compares very favorably with younger Americans; and

They are less likely to be absent from work for trivial reasons.

In recommending this resolution, the Committee believes that its enactment could help in the educational efforts being made to make employers more aware of the advantages of hiring older workers.

## COST

No cost would be incurred by passage of this legislation.

## COMPLIANCE WITH CLAUSE 2(1)(3) OF RULE XI

With respect to the requirement of clause 2(1)(3) of rule XI of the Rules of the House of Representatives—

(A) The Subcommittee on Census and Population is vested under the Committee Rules with legislative and oversight jurisdiction and responsibility over the subject matter of S.J. Res. 35 and made no specific findings and recommendations in connection with its oversight responsibilities on this resolution;

(B) The measure does not provide new budget authority or new or increased tax expenditures within the meaning of section 3 of the Congressional Budget Act of 1974, and thus a statement required by section 308(a) of that Act is not necessary;

(C) No estimate or comparison of costs has been received by the Committee from the Director of the Congressional Budget Office, pursuant to section 403 of the Congressional Budget Act of 1974; and

(D) The Committee has received no report from the Committee on Government Operations of oversight findings and recommendations arrived at pursuant to clause 2(b)(2) of rule XI.

## INFLATIONARY IMPACT STATEMENT

Pursuant to clause 2(1)(4) of rule XI of the Rules of the House of Representatives, the Committee has concluded that since no costs will be incurred under S.J. 35, no inflationary impact on prices and costs in the operation of the national economy will occur.



# Ninety-fourth Congress of the United States of America

AT THE SECOND SESSION

*Begun and held at the City of Washington on Monday, the nineteenth day of January,  
one thousand nine hundred and seventy-six*

## Joint Resolution

To provide for the designation of the week beginning March 13, 1977, as  
"National Employ the Older Worker Week".

*Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That the President is authorized and requested to issue a proclamation designating the week beginning March 13, 1977, as "National Employ the Older Worker Week", and calling upon employer and employee organizations officially concerned with employment, and upon all the people of the United States to observe such week with appropriate ceremonies, activities, and programs designed to promote employment opportunities for older workers.*

*Speaker of the House of Representatives.*

*Vice President of the United States and  
President of the Senate.*

April 12, 1976

Dear Mr. Director:

The following bills were received at the White House on April 12th:

- ✓ / S.J. Res. 35
- ✓ / S. 2444
- ✓ / S. 2445
- ✓ / H.J. Res. 491
- ✓ / H.R. 1465
- ✓ / H.R. 11598

Please let the President have reports and recommendations as to the approval of these bills as soon as possible.

Sincerely,

Robert D. Linder  
Chief Executive Clerk

The Honorable James T. Lynn  
Director  
Office of Management and Budget  
Washington, D.C.