

UNEMPLOYMENT AMONG OLDER WORKERS

HEARINGS
BEFORE THE
SUBCOMMITTEE ON
EMPLOYMENT AND RETIREMENT INCOMES
OF THE
SPECIAL COMMITTEE ON AGING
UNITED STATES SENATE
NINETY-SECOND CONGRESS
FIRST SESSION

PART 2—ROANOKE, ALA.

AUGUST 10, 1971



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UNEMPLOYMENT AMONG OLDER WORKERS

TUESDAY, AUGUST 10, 1971

U.S. SENATE,
SUBCOMMITTEE ON EMPLOYMENT
AND RETIREMENT INCOMES,
SPECIAL COMMITTEE ON AGING,
Roanoke, Ala.

The subcommittee met at 12 noon, pursuant to call, in the National Guard Armory, Roanoke, Ala., Senator Jennings Randolph (chairman), presiding.

Present: Senator Randolph.

Staff members present: David A. Affeldt, chief counsel; John Guy Miller, minority staff director; Bill Laughlin, professional staff member; and Janet Neigh, clerk.

OPENING STATEMENT BY SENATOR RANDOLPH, CHAIRMAN

Senator RANDOLPH. Gov. George Wallace, citizens of Alabama, we are the Senate Committee on Aging and I want you to know that although I am here just as one member, all of the members of this committee, Democrats and Republicans, are intensely interested in the problems of the employment, and, of course, the unemployment of this Nation associated with middle-aged and older workers, in this country in which we believe—a country we want to strengthen for the years ahead.

I feel very much at home. I am in Randolph County in Alabama. I live in Randolph County, W. Va., so I can call you "cousins" in a sense and I would like to do that this afternoon, if I could call you cousins.

I believe our ladies are comfortable in their type of attire. I hope I may have the prerogative, Governor, even in your State, of suggesting that if you desire it will be quite in order if the gentlemen would remove their coats, if you would feel more comfortable by so doing and I am sure there would be no objection to the loosening or the removal of the ties. In other words, we will keep the hearing casual but we have a very real purpose in developing the viewpoint of you who are not just guests of the committee, we are guests of yours and we want you to be active in your participation in our proceedings this afternoon.

I have just come, of course, from Washington, D.C., which is a suburb of Roanoke and Randolph County, because I have a feeling that the greatness of America does not rest in the Nation's Capital, the greatness of this country is in every location, larger and smaller, where men and women labor and learn together with understanding and high purpose.

EMPHASIS ON UNEMPLOYMENT

We are here in Alabama for the second day of our hearings on the particular subject to which we are addressing ourselves. We had an earlier hearing in South Bend, Ind. We are talking about the special problems that confront those persons in our country, and there are more than 1 million of these men and women who are aged 45 and older, particularly problems of unemployment. We have, of course, high unemployment in many urban areas of the country. We also have high unemployment in the rural regions of this country and here, in Roanoke, we are zeroing in, as it were, upon the problems that confront you and your settled citizens in this matter.

Recently, the National Council of Senior Citizens prepared for our committee a hard-hitting working paper on the stake that we all have in this country in the employment—greater employment of middle-aged and older persons. Now that study provided us with rather shocking evidence. It indicated that the critical work period in the lives of many of our men and women first occurs, Governor, during their late forties and early fifties, so in that age bracket there are various trends that are very evident.

Joblessness increases; the duration of unemployment rises sharply; labor force participation, of course, declines; occupational mobility is seriously limited—that is the ability of people to move from one point to another, tearing up their roots let's say and going into another area, they are not easily able to adapt themselves as would a younger bracket of workers; poverty increases.

Now, for many mature workers, the loss of a job is what I would term a double-barreled impact. It may, very frankly, cripple these older workers financially at a time when their financial responsibility is increasing in connection with the growth of their family. There is another important consideration, this is the likelihood of substantially reduced income in that period of their lives approaching retirement, particularly if they have been unemployed and not had gainful work over a long period of time.

JOBS BECOMING SCARCE

With prices going up in the United States and some say with profits going down, jobs are becoming increasingly difficult to secure. Today nearly 5.5 million persons are unemployed, Governor, in the United States. That is the highest rate that we have had in this country in nearly 10 years. Now with the unemployment rate at or near 6 percent all year long, unemployment compensation payments have reached an estimated 4.5 billion, 61 percent higher than—I hope you will underscore this in your thinking—than just the preceding year, 61 percent higher.

You are acquainted with industry here, and you had good employment for a period of time and then, of course, rather abrupt dismissal of workers. I am not attempting to point the finger at any source of your difficulty, but practically no industry and certainly no age group have been able to avoid the steadily mounting joblessness which has spread across the United States. During the past 2½ years, unemployment for persons 45 and older has increased by 71 percent. Today more than 1 million men and women in this age group have lost their gain-

ful employment. The Bureau of Labor Statistics of the Federal Government estimates that today there are 223,000 persons that have been searching for work—and they have been doing that for a period of more than 6 months.

Governor and ladies and gentlemen, if this current trend continues, we may see the development of a new class of aged poor workers and they will comprise those men and women with sporadic job patterns during their later working years, often constructive years; individuals will be forced out of the labor force before the traditional age of retirement. We will have the labor force dropouts who just stop searching for work after they have made numerous attempts and unsuccessful inquiries, and older widows—those women whose husbands have died, who must look for employment, even though they may have had little or no work experience as such in industry and business during the period of their married years.

Statistics provide a very grim reminder that this trend may become permanent in our country. During the past year, the number of men and women in the 45 to 64 category who dropped below the poverty line—and that is, of course, a line that is somewhat flexible—that group increased by 100,000 persons in the United States from 3.7 to 3.8 million. As the Governor knows, the poverty line as I have said is somewhat flexible because it is weighted, it is weighted from the standpoint of the urban area as against the rural area and so, for a single person generally across the country, we consider the poverty line about \$1,852 a year. For a couple it is approximately \$2,328 a year.

There is a very human side to these statistics and that is why we are here today, exploring with you, being helped by you, in our determination of possible assistance that can be given to our unemployed older workers so that they may be gainfully employed in our society.

During the past year, the unemployment rate in your community, in Roanoke, has increased, ladies and gentlemen, about fourfold, from 4.2 to 17.1 percent. Approximately 1,100 individuals, including more than 300 persons over age 45, are unemployed.

Our committee, all the members of this committee are very, very much concerned about your problems, the problems you have here in Roanoke and in this area, the problems that spread from you as an individual with an impact upon your families and your failure really to participate as you would like to do in solving the problems of the community and helping it to grow in many ways. We know that many persons, especially the former older workers at Handley Mills, are going through a very critical period because they have exhausted their unemployment compensation.

Governor, you may wish to comment on this later, but I believe under the Alabama program, you run about 32 to 34 weeks of unemployment compensation. I am not sure that I am correct on the number of weeks, but we are concerned because economic conditions in Roanoke are symptomatic of many areas, areas in West Virginia, in the Appalachian region, all over this country, and, of course, especially in those areas where there are high concentrations of middle-aged and older workers.

And, as I conclude, I want you to feel that this is your hearing and we want you to help us make it a constructive one. We hope to provide, with a hearing like we are having today, some foundation—no one

knows where it may lead—it could come from a meeting like this, that would provide an innovative, realistic approach to providing more complete employment for older workers whether they live in rural America as you do here, and as I do in West Virginia—I live in a town of about 8,500 persons—or in our urban areas. West Virginia, contrary to the thinking of many people because of our heavy mining and chemical and glass and steel industries, is the second most rural State in all the United States. So, we understand these problems with which you are associated.

EMPLOYMENT—MORE THAN JUST MONEY

Now, employment for some persons goes beyond just the dollars involved if that person is an older worker or even a middle-aged worker because, really, it is a sustaining influence. There is nothing sadder sometimes than an unemployed person who allows himself to deteriorate in mind and body because he doesn't have work, but if he has work why he is able to maintain a higher standard of living for himself and think more highly of himself as well as to help others; so there are many considerations that are apart and above income alone.

A job is a place, Governor, for association with people—one man working with another one; a means to engage in productive activity. I think it is a satisfying and rewarding experience for men and women to have the opportunity as well as the necessity to work.

Our committee members believe that middle-aged and older workers insofar as possible must be given every opportunity to work. We must sometimes go behind what we see and try to find out just why these older workers are laid off before younger workers are laid off, even though they are productive workers. We are going to want all of you that desire to participate in the hearing, even though during our approximately 3 hours of testimony, we shall not have the opportunity of hearing from many of you. At the rear of the armory we have cards which will give you the opportunity of writing your name and address and if you desire, while you are here you may make one, two, or three suggestions to us, or you may write the committee, care of the U.S. Senate in Washington, D.C. and give us your thoughts. You might decide to develop some thoughts after you have heard the testimony here, so after we have returned to Washington, D.C., and this hearing has been concluded, you will have, as I say, an impact on our thinking.

Our first witness in a sense is not a formal witness because he has indicated to me that he comes to indicate his support of this effort, not for any special program that we might outline or legislation that we might develop, but he comes because he is interested, with you, in people being gainfully employed in the State of Alabama.

Our first witness as you know is to be your Governor of Alabama, George Wallace, who is nationally known, who comes to us to give counsel and assistance, Governor Wallace.

STATEMENT OF HON. GEORGE C. WALLACE, GOVERNOR, STATE OF ALABAMA

Mr. WALLACE. Senator Randolph, in the beginning I do appreciate you making the statement that the hearing will be informal. I want

to welcome you to Alabama and say that all of the people of the State who know of your attendance are appreciative of you being here and especially these people from Randolph County and Roanoke who have experienced a special problem in the last few months as a result of the closing of some industries here that employed upwards of a thousand citizens of this area.

But, in welcoming you to this State and thanking you for the efforts you have made over the years as a Member of the U.S. Congress, the Appalachian area—you know, in 1965, I believe that was the year that the Appalachian bill passed that provided additional funds for our particular region, of which Alabama belongs to and your State of West Virginia belongs to, and you being chairman of the Public Works Committee and being from a State widely affected, sponsored this legislation that has inured the benefit of the people of this county already and of our State, I would like if you don't mind me being informal, to ask you Senator, maybe would you explain a little further about what new act recently passed and signed by the President as I understand, in the beginning they were going to try to incorporate that into maybe some of the general revenue acts, but you all were successful with the help of our own delegation to get this act extended and signed by the President; would you explain to the people here what the Appalachian new act will do for us here?

WHAT NEW APPALACHIAN ACT MEANS

Senator RANDOLPH. Thank you, Governor, for this inquiry. As you have indicated, the legislation has been passed by the Senate and the House and signed into law last Thursday by the President of the United States. It is an extension of the Appalachian Regional Development Commission, which embraces a 13-State area—parts of 12 States and West Virginia, a State of 55 counties, as a whole. In Alabama, 35 counties are involved. Randolph County is one of those counties.

Now, the act, as you have indicated, was originally passed in 1965 and we have just renewed it by this recent legislation for a period of 4 additional years.

For the highway program, developmental and access roads, it will be continued for a period of 5 years. There are programs like construction of a vocational school, the development of a hospital program, outpatient facilities, and health programs in one form or another, which can be embraced in a shorter period of time, but the building of roads is not easily done in some sections of Appalachia with the terrain we have. I think it is important to say that this program does not come from Washington, D.C., it comes from the 13 States that compose a commission, and the commission is formed of the Governors of the 13 States, and Governor Wallace, you are one of those active in that effort.

It is a Federal-State partnership or a State-Federal partnership and it doesn't start on Capitol Hill or in the White House, it starts back where people know the needs and are able to work together in a cooperative effort; the development projects are all tied together to develop this very, very important region of the United States.

We have had already approximately \$50 million come in to the 35 counties of Alabama for the development of these programs

and I will not delineate them here, except to say you have vocational education programs, you have had many, many access roads that have been constructed, you have had health programs and you have had those types of programs which reach down into the communities and into the areas and help to strengthen the economy so people generally can be employed and can help us in the development of the region.

Governor, I think it is important to say that the two U.S. Senators from Alabama, John Sparkman, with whom I served in the House of Representatives before our Senate service and now James Allen, have both been strong supporters of the Appalachian program and, of course, voted for it in recent days in the Senate of the United States. We look forward to the next 4 and 5 years as the most important part of this program. We are geared to move and we will move and the programs will be productive. I am glad that you mentioned this act because it is one where the people are a part of generating the projects which are developed.

We have a Federal co-chairman but the Governors and your staff and those that you call upon for counsel in the State of Alabama and the other regions, they are really the developers of this program and that is as it should be.

Governor WALLACE. Senator, I don't want to get into the position of questioning you, I am supposed to be the witness, but I really want you to explain to me a little further about the recent disaster relief bill, you know, you folks, you are the prime author and mover of that bill and since we have had some economic disaster here in this area and we recognize disasters from storms, floods, and fires—we all understand these as disasters—what about the disaster relief bill that has passed the Senate and I believe is now pending in the House, am I correct on that, it hasn't passed the House yet?

Senator RANDOLPH. No, that is correct, Governor.

Governor WALLACE. If this bill passes, Senator, what relief to the people here in Roanoke who are in this age bracket we are discussing and talking about who are unemployed and who may have some difficulty finding employment, although I hope not, how it would aid the people here.

Senator RANDOLPH. Governor, the disaster relief assistance bill has passed the Senate and that was last Thursday, and we have every reason to believe that in September or October that the House will have it on its legislative calendar. I believe the House will act on a bill that will benefit a county like Randolph in an area like Roanoke.

Now, as you have said, these natural disasters—the tornadoes, the hurricanes, the floods—why they do wreak havoc, but we are beginning to realize in this country and are perhaps a little late in doing it, that there is also the disaster that comes with unemployment, with high rates of unemployment, and those are the human disasters that affect our country and we know sometimes they are more complex and it takes longer to solve them than just helping people to borrow money to rebuild a business, or to relocate a home, or to have that temporary assistance which is so necessary under the disaster legislation which was passed in other years.

Now, in this legislation, and I believe it will pass the Congress and I believe the President will sign it, there are several types of assist-

ance that would be given to a community like Roanoke and a county like Randolph.

First of all, your unemployment rate here, if we had the correct figures, of 17.1 percent, would qualify Roanoke and this county for assistance under provisions of the act.

MANY KINDS OF ASSISTANCE

With the unemployment picture as it is here, you would be able to have assistance of many kinds. First of all, there would be an opportunity with the President working with you, and the Governor, to decide upon a reasonable time for the extension of unemployment compensation. That would be a part of the legislation. You would have the opportunity through this act for what we call relocation assistance where people may have to go to an area, not their home area, to seek work if the work is there.

Also, if there is an actual need which is demonstrated, the so-called food stamp and commodities program—at least for a period of time—would be helpful to unemployed workers.

Now, I think it is important—and I made a note here earlier today to stress it—that if there were families or individuals that were in the process of purchasing homes and then unemployment rises sharply and they are out of work, we would have certain loans that could be made to those people beyond what we now have, to help in the financing of that property so that they might hold on to it in the State of Alabama here, in this county, and in this city.

We could have loans up to \$1 million which would be available to an area or areas where that money could be used, for example, for a plant that has been closed, helping to adapt that plant perhaps to another use so that people could be employed in that same facility.

There might be certain equipment that you could assist in purchasing through this loan agreement that could be installed in that plant.

In other words, we keep it rather flexible but the loans could be made up to \$1 million to a constituted authority with which to reopen a plant or to bring an industry into an area like Roanoke.

Now, 15 percent is the cutoff point. Where unemployment is 15 percent, the provisions of this law would go into effect. I will not go into further detail but here you are eligible for aid under the legislation which I believe will pass, hopefully, by October and be signed by the President of the United States. I appreciate your inquiry as to this legislation, Governor, because I do know that you and other Governors have an understanding of the problems that cannot all be solved from Washington and/or Montgomery but have to be solved with the participation of the people, financial institutions, banks, development groups and industrial organizations, and I believe this is legislation long overdue and I hope here in Alabama where you need it, that it can, in a sense, come to your rescue.

Governor WALLACE. Senator, I know this is an excellent piece of legislation and I am glad to know that you feel it will pass probably in September and October, preferably, of course, I hope September. I think here in Alabama a few weeks ago or a few months ago, we extended our unemployment benefits because during the past year, the unemployment rate in Roanoke has increased, for that period,

it was 4.1. I believe unemployment benefits were extended an additional 13 weeks. We also amended our act to allow an unemployed person to draw the first week and prior to that you didn't draw the first week, so this act as I understand it further extends the benefit of unemployment insurance, even those who probably have exhausted their unemployment compensation at the moment, but still can be picked up under this act if and when it becomes a law, that is my understanding.

Senator RANDOLPH. That is true, Governor, that is one of the provisions.

Governor WALLACE. That certainly will, of course, aid many people in this audience I am sure and in this area.

Senator, I know there are a number of people who want to testify and so I am not going to prolong my testimony. I do have some that I will hurry through and give these other people a chance to speak to you.

I am appreciative of what you are doing and I know that our Industrial Development Board in Montgomery, Ala., were working with the people here toward the new industry approach because of the closing of two, and I might say to the folks here that I heard from one of the companies that are going to start here if they haven't already started, about a piece of legislation the other day, and as you know when we heard about the first closing, why, as your Mayor and others know, we got on the telephone and by luck the first call we made, they were interested in Roanoke. That was the Johnson Logan Co., and as you know, others here, and I believe we have a prospect even from our neighboring State for an expansion program.

Senator, Mr. Chairman, I am referring today to the problems of aging, in an age where the complexities and difficulties that face older Americans do not begin at 65.

As you have said already, and I might just say that your statement that you made, I would like to abridge it with my own testimony.

RETIREMENT BENEFITS TOO LOW

For a man of 50 seeking employment, the job market may be closed, he may have extreme difficulty securing health insurance, life insurance or buying a home. For this reason, I am directing my remarks to the problems that face many Americans who are past the age of 50.

It is hard to tell which creates more problems—compulsory retirement at the age of 65 or the lack of job opportunities of persons past 50. Industry sometimes seems unwilling to hire persons in their later years despite their skills, or what might be excellent work records. Retirement benefits represent one phase of the problem for there is less risk in employing a young person with more years to contribute to the retirement system. Many persons over 50 are mentally alert at 65 and prefer to continue work, can be forced out of work because of the plus retirement. Their benefits are too low to meet their needs in many cases yet there are no jobs available to them.

In the Roanoke area here offers an example to this committee which I feel is especially noteworthy. Roanoke has lost two major industries—the Handley Mills plant and the Rolane Manufacturing Co.—in a very short period of time.

The closing of the Handley plant cost this area 840 jobs and some 52 percent of these workers were over 40 years of age.

When the Rolane plant closed, 450 jobs were lost making a total of 1,290 jobs lost for Roanoke.

There were no pension arrangements to carry on except for a few management employees and most of the people were left without health insurance protection.

And, I might say, in that regard that the House of Representatives in our State passed a bill the other day that is now on the Senate calendar in which the insurance carriers of health insurance in this State a year ago at the request of myself have worked out a program for health insurance for those like you who don't have it and can't get it that is going to cost one-half as much as a policy that would cost someone who is working who is not in this age group. This is something that hasn't gotten much notice in the press, but this a bill that your legislature will pass in our judgment within the next week or so and it is going to be on statewide television about it, and if you don't have insurance and cannot get it, you are going to have a non-profit policy provided you by the carriers in this State from within Alabama and from without. That means that any person not covered with health insurance or even turned down for life insurance will be able to get a policy for one-half the cost you have to pay now. I would like for you to know that that is the case and you might make proper inquiry at the proper time.

I am also told and it is true that retail sales in and around Roanoke are 25 percent off from this same period last year. Some unemployment compensation expired July 10 and will expire for former Rolane workers next month, and that is the reason we are vitally interested in your legislation and in the fact that we are going to see further unemployment benefits in this disaster relief bill, but I know that the mayor and all of us are going to contact our House delegation and ask them to do what they can to speed the passage of this legislation.

IMPORTS HURT TEXTILE INDUSTRY

I believe you can find a repeat of many situations such as exists in the city of Roanoke and I won't go into that, you have those, Senator and you know that actually when we look at the list of closings of textile and apparel and related industries that Alabama, frankly, had one listed at this time where many States had a great number listed so there are many situations that exist, Senator. You know as well as I, or better than I, that this exists all the way from the State of New York in the eastern part of the country where you have textile and apparel industry—as a matter of fact, in the city of New York alone 224,000 people are unemployed in the apparel industry—so we find and I don't want to go into long detail about the textiles, but it is a very important matter and a few Members of Congress are very concerned and interested with.

I recognize we do have a basic policy in this country of free trade and I hope that really we never get into the protectionist tariff war that existed many years ago. When we erect one tariff war, we find that some other country erects another one and then the next thing you know we are as well off as we were in the beginning but we do feel

that the import textiles and that could be applied maybe to steel and maybe to shoes, maybe has taken more than its toll of industrial jobs here in the Roanoke area and other areas and I recognize, of course, that after World War II, we should have helped rehabilitate the economies of other countries, other nations, make them stronger; I think that was in the interest of the free world, but sometimes we are a little frustrated and exasperated when we know that taxes from Roanoke employees went to help rehabilitate the mills in Japan and West Germany and Western Europe, that now undersell us and maybe take our markets away. I think one of the reasons for the closing of the mills here has been because of this textile system problem of imports and I recognize that you and Members of the Congress are not at liberty in the interest of this country and all of our trade just to arbitrarily stop the importation of anything from anyplace but I do hope that the legislation that you have passed already and an importer system that might be worked out voluntarily with those countries, but I would like to bring that to your attention that the people here in this State feel this has been one of the great problems involving the situation of unemployment here.

So, I will go on with that, I know you are familiar with it, I know that you are concerned about it yourself but I do think that maybe we ought to think about offering the American textile industry some break in putting them on an even footing with the Far East, although I understand that Japan has put a number of other export items on a voluntary quota list and I understand even they have already worked and are working on this particular matter of textiles.

We also find people who are suddenly out of a job in their late forties and fifties will likely have extreme difficulty in finding a job. It is difficult for many of them to move out of the area because of their age and there is no market for their home if they do leave, if they think of selling. With no work and no particular skill to lean upon since they have been involved in this one particular industry so long, and I mention this because the problem of the aging here has been related to the problem of the closing of the mills. With no particular skill other than that to lean upon, most folks must get ready to accept jobs and avail themselves anywhere in the country. Many have had to move to large urban areas creating more problems for our overcrowded cities. These are just some of the problems brought on by the squeeze on the textile and apparel plants.

We know there are many more problems but most of all, let me say, Senator, that the textile people have a way of life pattern around their occupation, and that occupation, that industry, needs some help and I believed they are going to get it.

SENIOR CITIZENS' HOUSING PROBLEMS

Now, some other problems—senior citizens are inadequately housed because they cannot pay for better quarters. It is especially difficult for those with too much income for low-rent public housing, but not enough for adequate quarters. Recently, for instance in Montgomery many elderly persons who owned their homes were forcibly moved because of highway construction and I might suggest to you that highway construction is still almost in the initial stage and Congress

ought to provide relief for those whose homes are taken. The present status in the country is usually that if you take a home from a person in Randolph or any other county that you pay them the reasonable market value at the time of the taking and so here is a big frame house that you couldn't get \$5,000 for but you couldn't provide the comparable space for \$15,000 and I think that maybe the Bureau of Public Roads and the States are going to have to work closely in solving that particular problem, because we find that many elderly persons who are uprooted from their homes because of interstate programs being paid only the market value of the property at the time of the taking, but that market value would never replace the space or the footage that they were taken out of.

Senator RANDOLPH. Governor, could I interrupt at that point?

Governor WALLACE. Certainly.

Senator RANDOLPH. In 1969 in our Federal Highway Act, for the first time in the history of the country, we attempted to help persons who were displaced from the standpoint of the operation of their businesses and from the living in their homes by giving assistance in relocation. We had, of course, talked about it for many years before but actually that was the first act in which it was embraced. I think your suggestion here, that relocation assistance be concerned with not so much just the going price, but helping that person to be situated as nearly equal as possible to what he or she was before the relocation from the standpoint of business or home, is going to be very helpful to us in our Subcommittee on Roads. I shall, of course, take your statement that you are giving here today on a broader subject and have it studied, and as I am on the Committee on Public Works, we will give attention to this matter. I shall personally discuss it with the Federal Highway Administrator, Frank Turner, who I think would be interested in what you have said. Thank you.

Governor WALLACE. Senator, up to your amendment of the act that you provided that person that was moved away from their home had to pay for their own moving and now, of course, you have provided that you pay at least for the transportation costs of moving away which was some help, of course, and appreciated.

Now, I will hurry on. Of course, vocational rehabilitation services have given a great deal of recognition to the need for adult education and mental health services to condition older persons for a new job or retirement. Nevertheless it does not help to prepare a person for a nonexistent job. It seems quite difficult to educate employees to the values of higher and older workers. Another facet of the problem is the lack of education on the part of many older persons.

Many communities are focusing attention on the recreation needs of the aging. They are also becoming aware of a community service that can be offered by older persons with time on their hands and this is an important trend because it benefits all the rest of us.

ELDERLY ISOLATED FROM COMMUNITY

Now we ought to work toward reaching older persons who are physically isolated from neighbors and community. Much of the time they lack transportation and it is extremely difficult for them to keep in touch with other people. I know you know what I am talking about in that particular regard and you have that in mind.

Of course, all of us know that improved health plans for elderly citizens, better training and job opportunities and better nursing care for the elderly, extending leisure time programs and improved housing, and of course, the job must be done by the Federal Government, the State government and the local governments, and of course the individual citizens in every community of the land.

My main purpose in being here is to alert you of the interest of the Governor's office and I believe the people of this State in the problem of the aging and especially those who have reached their forties and the early fifties who cannot find employment, especially when they have been profitably employed for a number of years and finally, of course, lose that employment.

Really, there are a number of other people who are going to testify before the committee and I might say we have a system, a program of adult education, we have a junior college and trade school program located in every region of our State—and I know the newsmen smile—because I always mentioned it, you know, but your Governor, Hughlett Smith, was so interested in our program that he wanted to come down for the dedication of one of the schools because they are built in every geographic area, and we have a great number of people in their forties and fifties who for the first time have the advantage of a college or a trade school education. We have 29 trade schools located in every geographical area. We have a junior college in every geographical area, including one in this county in the town of Wadley which has about 800 students. Each day, in Alabama, you can get on a bus and regardless of where you live, you can be bused to a school and back in the afternoon for \$20 a month tuition and busing. The busing is free, so we are going to utilize this program and we hope that your educational program and the Appalachian program, which has educational benefits, might be upward increased in the years to come to try to retrain the very people we are talking about in the forties and fifties and, Senator, the main thing I want to say in concluding is that I know of your interest. I am not here just to flatter you because you are in Alabama. We appreciate your coming here and we appreciate you being in Roanoke and I know your help on the Appalachian program that has inured to the benefit of so many people and provided thousands of industrial and road jobs and educational jobs for our citizens, and I know that your disaster act when it becomes the law is going to at least temporarily aid those here and really, in many instances, permanently, and I want these people to know that we appreciate what you are doing to help us solve the problems that exist here in Randolph County and Roanoke, Ala.

Thank you very much, Senator Randolph, for coming to Alabama.

Senator RANDOLPH. We are grateful, Governor Wallace, for your contributions in giving to us many helpful suggestions and important ideas which will help this committee and also I think help the Members of Congress generally as we consider these matters, important matters, in the months ahead.

I was just thinking of another area in which I have been privileged to work with other Members of the Congress on the Labor and Public Welfare Committee, where in bringing legislation to the Senate, I offered an amendment which was incorporated into the very important health manpower legislation which would give to every county in the United States of America at least one doctor.

DOCTORS NEEDED IN RURAL AREAS

Now, I don't know how many counties you have in Alabama where there is one doctor but I can say to you that there are well over a hundred counties in the United States where there is no physician. I do believe that there should be the benefit of a physician's services in every county in this country, and I am thinking now especially of those rural counties throughout America where there would be someone in residence who could assist in helping people, and, of course, referring their cases to a hospital where perhaps in 30 minutes or an hour they might be driven and given additional help and medical assistance. Do you have many counties in Alabama?

Governor WALLACE. We have 67 and I am aware of your interest in that regard because you have a question in West Virginia as we have the same question here, the Appalachian program which you are really the father of it and the Senate has provided funds for the expansion of programs in Birmingham, in our medical center, and recently the people in the State, maybe in the interest of everyone, but it is going to be of particular interest to the aged, has provided a new medical school in Mobile, a 2-year one in Tuscaloosa, a 2-year program in Huntsville and an expansion of the program in Birmingham and many Appalachian funds are being available for buildings and per capita outlay, is going to help the health problems of these people here eventually. Now this is a long-range program but we are going to train triple beginning next year the number of doctors we train at this time.

Senator RANDOLPH. We need more doctors, more nurses, as well as you know, hospitals.

Governor WALLACE. We added four nursing schools too.

Senator RANDOLPH. Thank you. That is fine. Thank you, Governor, again for coming and being with us. I know your schedule, and, of course, any man in public always has a schedule and it is difficult to keep it. You can't be with us longer I am sure, I understand, and I know the constituents here will understand.

Senator Sparkman's statement will be included at this point and we shall also have included a letter from Representative Nichols of this district and his comments will be included following the statement of Senator Sparkman.

PREPARED STATEMENT OF SENATOR JOHN SPARKMAN

Among the primary victims of today's discouraging economic conditions are the middle-aged and older workers of this country. Over one million persons aged 45 and older were seeking work in July of this year. Many of these unemployed mature workers live in rural areas.

For these Americans being without a job hurts. Lifetime savings are wiped out or diminished since severe unemployment problems begin for many 20 years or so before they are eligible for Social Security. These workers lose more than their jobs. The loss of retirement income coverage detrimentally affects their future.

I want to commend the distinguished Chairman and the other members of the Subcommittee on Employment and Retirement Incomes for their efforts in behalf of this group of Americans, and I know that this series of hearings will contribute greatly to our knowledge of the scope of these problems.

I am glad that the Senate Special Committee on Aging is today focusing its study on problems faced by unemployed middle-aged and older workers living

in rural areas. I have long felt and often stated, publicly and privately, that no solution to our urban crises is possible unless we simultaneously resolve the equally urgent, though somewhat different, problems faced throughout rural America. And it is imperative that employment at adequate wages be provided for all rural older workers able and willing to work.

I am particularly appreciative that the Subcommittee has chosen to come to Roanoke. This Alabama community has been especially hard hit by foreign competition in the textile industry. For sometime now, I have been concerned about this situation. In the 90th Congress, and again in the 91st Congress, I sponsored legislation to protect the jobs of the American men and women working in textiles and in the garment industry. On both occasions, the Senate passed the measure, but the House of Representatives failed to concur. I have again sponsored similar legislation this year because I believe that when you have an orderly trade—and that is what quotas amount to—you have a good trade relationship with other nations which avoids the problems encountered in such communities as Roanoke.

The loss of over 1200 textile jobs in Roanoke has left many workers without any adequate employment alternative, and a great proportion of these jobless are middle-aged and older workers. After losing their jobs, many find that they lack the necessary skills to move into gainful employment. Of course, this problem is not unique to Roanoke, but can be found in rural areas throughout this Nation.

Increased employment opportunities must be provided for this group of jobless mature workers, and despite the gloomy economic situation, there are some hopeful signs which should be recognized.

First, earlier this year, the Congress approved a \$3.9 billion authorization for Federal assistance to the Appalachian and other regional development programs. Since its establishment in 1965, the Appalachian Regional Development Commission has been very successful in promoting State and local development activities. Randolph is one of 35 Alabama counties eligible for economic assistance under the Appalachian program. I am glad to report that the new law extends the Appalachian Commission for 4 years.

Second, last Thursday night the Senate passed and sent to the House the Economic Disaster Area Relief Act of 1971 which is designed to deal with the immediate problems of unemployment and economic stagnation. The bill provides relief for economic disasters similar to that authorized for natural disasters. Indeed for a person who has lost his job, there is little difference between a natural disaster and one resulting from economic changes over which he has no control.

Under the bill, the definition of a "major disaster" would be broadened to include areas, communities, or neighborhoods where the unemployment rate is 50 percent above the national average for 6 of the preceding 12 months, or shows a 100 percent increase over 12 months to a rate above 6 percent. Under these circumstances, the Governor of a State in which such an area is located could ask the President to declare that a disaster has occurred. When this declaration is made, individuals in the disaster area would be eligible for a variety of assistance measures.

The help provided under the Senate version includes funds for up to 1 year's added unemployment benefits for the jobless, at the regular State rate; special loans; food coupons; relocation assistance; and aid with mortgage and rental payments. I certainly hope that the House will expedite this legislation as I feel that it will go far toward alleviating the conditions of jobless mature workers.

Third, I cannot overemphasize the importance of the Small Business Administration in the development of economically depressed rural areas. SBA has an excellent program which, I believe, can serve effectively as a blueprint for rural renewal throughout this country. That is SBA's local development company loan program. Since its inception over 12 years ago, this program alone has created thousands of permanent job opportunities, and most of these jobs were created in depressed rural communities.

I appreciate this subcommittee giving me the opportunity to make this statement on the problems facing jobless middle-aged and older workers in rural America. More importantly, I am sure that this subcommittee can be counted on to provide new ideas as to how this segment of our labor force can best be aided.

LETTER FROM HON. BILL NICHOLS, A REPRESENTATIVE IN
CONGRESS FROM THE STATE OF ALABAMA

CONGRESS OF THE UNITED STATES,
HOUSE OF REPRESENTATIVES,
Washington, D.C., August 10, 1971.

DEAR SENATOR RANDOLPH: First let me, on behalf of my constituents in Roanoke and Randolph County, Alabama, express my appreciation for your interest in conducting Committee hearings in Alabama. I deeply regret that due to earlier plans I will be unable to be with you today, but I know that you will be courteously received by Mayor Phillips, Judge McMurray and other City and County officials. I have also asked the Alabama Department of Industrial Relations to send a representative to attend this public hearing.

I understand that the purpose of your visit to Roanoke, Alabama, is to investigate the need of rural areas throughout the country and the need of training and employment of middle-aged and older citizens in these areas.

Senator, let me begin by saying that I completely support the goals of your Committee. For many years I have been confronted with case after case where a person had reached the age of forty-five or older and for one reason or another found himself out of employment. It is virtually impossible to take a man who has been in one field for many years and get him into a productive job in another field in which he has had no training and no work experience.

Roanoke, Alabama is a tragic example which points up the need for such legislation as you propose. Here you will find a community which has witnessed the closing of its largest single industry, Handley Mills, followed by just a few months with the closing of its second largest industry, Rolane Corporation. The situation here has been nothing short of a major disaster with literally hundreds of people drawing their unemployment compensation check so long as it lasts and then facing an extremely bleak future toward the prospect of securing employment in this area of our State.

Senator Randolph, you will find that Roanoke is about like the typical southern community, the people are especially friendly, cooperative and most important—*willing to work*. The people now employed in the Roanoke community have worked all their adult lives, mostly in textiles and that is the only skill they know. You will find that they have their same ambitions for their children as you and I, namely that they obtain a good education with hopes that they will marry and raise responsible citizens who will in turn contribute to the American economy. They believe in America and all that it stands for, including all opportunities provided under the free enterprise system. The people of Roanoke attend church regularly, honor the Flag and would be the first to support the defense of this country in time of crisis.

But they have one big problem, Senator, and that is that they have so many adult workers who are unemployed, unskilled, untrained and in such capacity are unable to find employment while the exceptionally high unemployment figures of Roanoke exceed what you may find in other areas, I have nevertheless found that similar problems exist in many, many small communities and the rural sections of my State. It is for this reason that I again congratulate you on your determined interest in seeking a solution to this continuing and perplexing problem throughout America.

You have my support and best wishes in your endeavors.

Sincerely,

BILL NICHOLS, M.C.

Senator RANDOLPH. Now, Senator Allen has chosen an associative friend who will present his statement later in the hearing and Judge James L. McMurray will act as a representative of Senator Allen.

Our next witness is Clyde Hartley. Clyde, will you come forward, please, with your associates and introduce them to our guests.

While you are taking your seats, Janet Neigh—are you here, Janet? Janet Neigh, is the secretary for the subcommittee on this trip and Bill Laughlin is a member of our staff.

Although we have no Democrats and Republicans as such, John Guy Miller, on my left, is what we call the minority staff director. The

only reason it is a minority is because it so happens even though we have a President of the United States who is of one party, as you know the control of the Congress is in another party. John, we are very happy to have you; and David Affeldt, who is chief counsel of the committee, sits at my right.

I understand from Mr. Eaton, executive director of the Alabama Commission on Aging, that we are especially indebted to Mr. E. O. Williams, executive assistant of the Alabama Commission on Aging, for the fine arrangements made here in Roanoke for this hearing.

Now, Mr. Hartley, if you will proceed and introduce your associates.

**STATEMENT OF CLYDE HARTLEY, MANAGER, ROANOKE OFFICE;
ALABAMA STATE EMPLOYMENT OFFICE; ACCOMPANIED BY MRS.
CHLOE SEYMOUR, FRED WILKERSON, AND ROY ANTHONY**

Mr. HARTLEY. Senator Randolph, to begin with if I might, I would like to submit the statistical figures and then I will introduce these workers that have been laid off because of the mills closing in Randolph County.

Senator RANDOLPH. The charts will be inserted in the record.*

Mr. HARTLEY. I am manager of the Alabama State Employment Service here in Roanoke.

The population of Randolph County is 18,331 according to the 1970 census. A comparison of the 1960 census to the 1970 census shows a decline in the population of 5.9 percent. During this same period of time, the census figures showed an increase in population of citizens 45 years of age and older of some 297.

In May of 1970, the total civilian labor force for Randolph County was 7,150. This figure dropped to 6,320 in May of 1971.

CLOSING OF MILLS SWELLS UNEMPLOYMENT FIGURES

The total unemployment for May of 1970 was 260 or 3.6 percent of the labor force. In November of 1970, following the closing of the county's largest single employer, Handley Mills, unemployment reached 16.1 percent of the total workforce.

The unemployment rate for the county remained at a rate as high as 13 percent until March of 1971. In March, the Rolane plant began to phase out their operation. Some 437 people were involved in this layoff and since that time, the unemployment rate for the county has been close to or exceeded 17 percent. In July of 1970, the unemployment rate was 4.2 percent of the total labor force. In July of 1971, this figure jumped to 17.1. Approximately 44 percent of those still drawing unemployment compensation in July of 1971 were 45 years of age or older.

The active claimant file dropped to 410 about 3 weeks ago when almost 300 of the Handley Mills claimants exhausted their claims. It should be noted that most of these workers were drawing the extended benefits as a result of the 13-week extension by the legislature. This extension expired on July 10 of this year.

*See p. 86.

Those workers laid off as a result of the Rolane plant closing will draw their last unemployment check in early September. Of those still drawing unemployment compensation, 125 are 45 years of age or older.

However, this really doesn't give us a true picture of the plight of the older workers, as the percentage of the older workers was much greater for Handley Mills than it was for Rolane.

A total of 52 percent of Handley Mills employees were 40 years of age or older. Since Handley Mills closed back in November of 1970, the Unemployment Compensation Agency has processed approximately 1,394 claims. Of the above number, 510 or 37 percent was 45 years of age or older.

Approximately 48 percent of all claimants were paid more than 15 weeks of unemployment compensation and over 65 percent of those paid for 15 weeks or longer were over 45 years of age. The average duration of unemployment in Randolph County is 15 weeks. The older age group certainly fall in that category. Those showing the highest duration of unemployment or longest time of unemployment are from this age group.

Now, one reason of course is the fact that workers in this age group are more hesitant to leave the immediate area for work. They own their homes, they have lived here all of their lives, and after you have reached a certain age it is just not easy to pick up and go somewhere else.

We have also, although much emphasis is being placed on hiring of the older worker, come a long way in this area, but we still have a long way to go.

Many even in the 45 years of age and older group are commuting to jobs anywhere from 25 to 50 miles away one way each day. Of course, most of these people have to form their own car pools because there is no public transportation available. Commuting creates a hardship on most anyone, especially on this group.

A total of \$913,312 has been paid out by the Unemployment Compensation Agency since Handley Mills closed last November. The weekly benefit amount averaged \$32,197 weekly. This figure fell to \$23,834 when those who were drawing extended benefits were terminated.

We have not taken advantage of the various training programs such as MDTA due to a lack of jobs after training. In other words, we just don't want to train someone for something that is just not there and this is especially true of those workers.

I feel if public service employment work could be developed for which these people are qualified or for which they could easily be trained, it certainly would help this age group.

(The charts referred to follow :)

ESTIMATED CIVILIAN WORK FORCE

Randolph County

Item	2 May 1971	3 Mar. 1971	3 May 1970	Net change from:	
				Mar. 1971	May 1970
Total civilian work force.....	6,320	6,120	7,150	+200	-830
Total unemployment.....	1,100	870	260	+230	+840
Unemployment rate.....	17.4	14.2	3.6		
Total employment.....	5,220	5,250	6,890	-30	-1,670
Agricultural.....	1,050	660	1,020	+390	+30
Nonagricultural *.....	4,170	4,590	5,870	-420	-1,700
Wage & Salary.....	3,250	3,560	4,590	-310	-1,340
All other nonagricultural 1.....	920	1,030	1,280	-110	-360
Nonagricultural wage and salary.....	3,250	3,560	4,590	-310	-1,340
Manufacturing.....	1,340	1,620	2,600	-280	-1,260
Durable goods.....	310	320	330	-10	-20
Lumber and wood.....	170	160	180	+10	-10
Other durable.....	140	160	150	-20	-10
Nondurable Goods.....	1,030	1,300	2,270	-270	-1,240
Food.....	80	80	90	0	-10
Textile and apparel.....	940	1,210	2,170	-270	-1,230
Other nondurable.....	10	10	10	0	0
Nonmanufacturing.....	1,910	1,940	1,990	-30	-80
Mining and quarrying.....					
Construction.....	70	80	80	-10	-10
Transportation, comm. and util.....	70	70	80	0	-10
Wholesale and retail trade.....	450	440	500	+10	-50
Finance, ins. and real estate.....	90	90	80	0	+10
Services.....	260	290	240	-30	+20
Government.....	960	960	1,000	0	-40
Other nonmanufacturing.....	10	10	10	0	0

* Includes workers involved in labor management disputes.

1 Includes self-employed, unpaid family, and domestic service workers in private household.

2 Preliminary.

3 Revised.

ESTIMATED CIVILIAN WORK FORCE

Randolph County

Item	3 July 1971	3 May 1971	3 July 1970	Net change from:	
				May 1971	July 1970
Total civilian work force.....	6,140	6,320	6,980	-180	-840
Total unemployment.....	1,050	1,100	290	-50	+760
Unemployment rate.....	17.1	17.4	4.2		
Total employment.....	5,090	5,220	6,690	-130	-1,600
Agricultural.....	800	1,050	760	-250	+40
Nonagricultural *.....	4,290	4,170	5,930	+120	-1,640
Wage and salary.....	3,320	3,250	4,620	+70	-1,300
All other nonagricultural 1.....	970	920	1,310	+50	-340
Nonagricultural wage and salary.....	3,320	3,250	4,620	+70	-1,300
Manufacturing.....	1,380	1,340	2,630	+40	-1,250
Durable goods.....	330	310	340	+20	-10
Lumber and wood.....	180	170	180	+10	0
Other durables.....	150	140	160	+10	-10
Nondurable goods.....	1,050	1,030	2,290	+20	-1,240
Food.....	80	80	100	0	-20
Textile and apparel.....	960	940	2,180	+20	-1,220
Other nondurables.....	10	10	10	0	0
Nonmanufacturing.....	1,940	1,910	1,990	+30	-50
Mining and quarrying.....					
Construction.....	70	70	60	0	+10
Transportation, comm. and util.....	70	70	60	0	+10
Wholesale and retail trade.....	440	450	530	-10	-90
Finance, ins. and real estate.....	90	90	80	0	+10
Services.....	260	260	250	0	+10
Government.....	1,000	960	1,000	+40	0
Other nonmanufacturing.....	10	10	10	10	0

* Includes workers involved in labor management disputes.

1 Includes self-employed, unpaid family, and domestic service workers in private household.

2 Preliminary.

3 Revised.

Mr. HARTLEY. At this time, I would like to introduce the three workers that are out of work because of the closing of Handley Mills and Rolane Manufacturing.

To my right is Mr. Fred Wilkerson and on my left Mrs. Chloe Seymour and Mr. Roy Anthony. At this time, I am going to ask Mrs. Seymour, if she will, to make a statement as to how the closing of the mill has affected her life.

Senator RANDOLPH. Thank you very much, Clyde. Mrs. Seymour, we want to hear what you are going to say, so if you will, adjust the microphone so that you can be heard. I suggest you bring it down a little.

STATEMENT OF CHLOE SEYMOUR, ROANOKE, ALA.

Mrs. SEYMOUR. It has affected me in a lot of ways.

I started to work for Handley Mills when I was 14 years old to help out my mother who was a widow and afflicted brother who was sick all the time. I started living with my mother who suffered a broken hip and is living off of Social Security benefits.

I was left a widow woman, you know, and had medical bills and things like that and I am 58 years old. I got a job offer at Lanier Mills and I wasn't able to keep up what they thought I should and they said I was laid off. They didn't want to pay my Social Security and after that why they told me to come back, but I had lost my ride, I didn't have any way to go back because it is a long way.

It has hurt me in a lot of ways.

Senator RANDOLPH. Mrs. Seymour, what did you do at Handley Mills?

Mrs. SEYMOUR. Spinning.

Senator RANDOLPH. Spinning?

Mrs. SEYMOUR. Yes, sir.

Senator RANDOLPH. What did this mill manufacture, Mrs. Seymour?

Mrs. SEYMOUR. Duck, industrial duck.

Senator RANDOLPH. A type of cloth?

Mrs. SEYMOUR. Yes.

Senator RANDOLPH. Are there workers like you in the area who are skilled in this type of employment?

Mrs. SEYMOUR. Yes, I am sure there are a lot of them.

Senator RANDOLPH. Would such a mill, if it were to reopen or operate, there would be a plentiful supply of workers, is this correct?

Mrs. SEYMOUR. Yes, I am sure, sir.

Senator RANDOLPH. Now you started working when you were 14 years of age?

Mrs. SEYMOUR. Yes, sir. I started working then. Of course, I didn't work regular then but I worked 26 years regular.

Senator RANDOLPH. You had medical bills on account of your mother?

Mrs. SEYMOUR. Yes, I started to work at 14. My daddy died and I had a sickly brother so I had to quit school and go to work to help out with his expenses.

Senator RANDOLPH. Of course, when you were employed, Mrs. Seymour, I suppose you had a different type of food on your table than you have had since you are unemployed, is that true?

Mrs. SEYMOUR. Well, of course, it is true. I have had plenty to eat but not such as I would have if I had been employed.

Senator RANDOLPH. I suppose, we are not going to go into this too fully but you know what inflation is, when prices go up, it is hard to buy something, isn't it?

Mrs. SEYMOUR. It sure is.

Senator RANDOLPH. Especially when you don't have the money with which to buy?

Mrs. SEYMOUR. Right.

Senator RANDOLPH. I suppose you have had this problem as perhaps have the other unemployed workers and actually you are having difficulty now in being what we call a productive member of the community, is that right?

Mrs. SEYMOUR. Yes, sir.

Senator RANDOLPH. A worker who wants to be gainfully employed?

Mrs. SEYMOUR. Yes, sir.

Senator RANDOLPH. Thank you very much, Mrs. Seymour, for your testimony.

Mr. HARTLEY. If you don't mind, we will just have Roy give his at this time.

STATEMENT OF ROY ANTHONY, ROANOKE, ALA.

Mr. ANTHONY. My name is Roy Anthony, I am 64 years old. I started work at the Handley Mills at the age of 15 and retired at 62½. I worked 46 years for the same company and I am now drawing Social Security but I would like to have a part-time job to help out with my Social Security, which I can't find a part-time job, most of the time.

As you say, I have noticed the cost of living has gone up and the price of everything has gone up I imagine, but anyway, my wife worked, she is 6 years younger than I am. She worked 10 months at Rolane and then Rolane closed down and now she is out of a job and is out looking for a full-time job and I am looking for a part-time job.

I estimate the cost of living has gone up 10 or 15 percent and one of the major things that hurts people when they get laid off is losing their major medical insurance benefits that you can't keep. When I left the employ of Handley Mills, voluntarily, I mean I left voluntarily. I could not keep my major medical insurance and my wife did have major medical benefits at Rolane until she was laid off when the plant closed and now nobody has major medical insurance after that plant was closed down.

PART-TIME JOBS NEEDED TO SUPPLEMENT SOCIAL SECURITY

I would like to have a part-time job and I am sure my wife would like to have a job and one thing that I would like to stress in this thing, we do not need, I don't need welfare. What I need is a job where a man or a woman can keep his dignity and pride in the job and whether it be Handley Mills or Rolane or wherever it is, we don't need handouts. We may have to have them but we don't want them.

Senator RANDOLPH. You want a helping hand instead of a handout?

Mr. ANTHONY. That is right.

Senator RANDOLPH. You want workfare instead of welfare?

Mr. ANTHONY. That is right. There is your pride. We need a job that will do some good and not just one of these popped-up jobs that don't last long.

Senator RANDOLPH. Roy, I understood you to say that your wife had worked at Rolane Mills.

Mr. ANTHONY. Rolane Manufacturing Co.

Senator RANDOLPH. You worked at Handley?

Mr. ANTHONY. I worked at Handley 46 years.

Senator RANDOLPH. 46 years. I know what Handley produced, what did Rolane produce?

Mr. ANTHONY. Rolane produced more or less hose, I believe, panty-hose, hosiery. It was a division of Kayser-Roth Manufacturing.

Senator RANDOLPH. Do you think that hot pants put the plant out of operation?

Mr. ANTHONY. I am sure it helped. I am sure it helped, and competition. I am quite sure it did help put them out.

Senator RANDOLPH. You are interested, of course, as you said, in receiving Social Security benefits.

Mr. ANTHONY. I am already receiving Social Security benefits.

Senator RANDOLPH. Yes, but as I say, you are interested in receiving those Social Security benefits and the problem was that although you found that helpful during the time your wife was employed, now that she is unemployed, why these Social Security benefits, do they cover your problem?

Mr. ANTHONY. Not quite, sir.

Senator RANDOLPH. How much are you short, if you don't mind saying?

Mr. ANTHONY. I can't say. My wife hasn't been out long enough, but it would be quite a bit short.

Senator RANDOLPH. Thank you, Roy.

Mr. HARTLEY. I am sure that one thing that has helped there too is the fact that his wife is drawing unemployment insurance now.

Mr. ANTHONY. She did draw unemployment compensation for a few weeks and they cut it off too, and mine was cut off July 10, like everybody else at Handley Mills.

Senator RANDOLPH. At the present time, then, you are depending on Social Security payments?

Mr. ANTHONY. That is right. That is all.

Senator RANDOLPH. No part-time work for either your wife or for you.

Mr. ANTHONY. I have had 3 or 4 weeks part-time work and expect a little bit more but nothing definite.

Senator RANDOLPH. I hope you can have some work to supplement the Social Security payments.

Mr. HARTLEY. Next, we will ask Fred to give his testimony. Fred was an employee of Rolane Manufacturing Co.

STATEMENT OF FRED WILKERSON, ROANOKE, ALA.

Mr. WILKERSON. Senator Randolph, ladies and gentlemen, we are not here this afternoon to tell you about these jobs closing down because you already know that but we are here because we are con-

cerned about the people of Roanoke and Randolph County. These jobs closing did not only affect the employees of these jobs but it affected the businessman as well. We are concerned about the people of Randolph and Roanoke, so we are here to tell you this afternoon that we are very much in need for some work to do.

I was an employee at the Rolane Manufacturing Co. and I was there when this job closed, and we know that it is quite difficult for the aged worker to get another job when he loses the job that he is already on, it is not easy for him to get another one although there hasn't been another one available since I was laid off from this one around 6 months ago.

UNEMPLOYMENT COMPENSATION RUNNING OUT

Our time will soon be out that we have to draw our unemployment compensation, that is why we are concerned about knowing whether or not we can get more work to come to Roanoke, because when we draw this out we don't know where we will get anything else. In losing this job, we lost our insurance too and you know that when a person comes to be aged then it is costing more for you to join insurance again. Of course, we have been deprived of that, not only speaking for myself but all of the people of Rolane Manufacturing Co. and Handley Mills.

I have been informed there were around 800 persons, or more, that lost their jobs at Handley Mills. There were 400 and something at Rolane Manufacturing and that would mean around 1,300 people lost their jobs in Randolph County. All of them were not living here in Roanoke but in Chambers, Randolph and surrounding counties. Therefore, we feel that it is very much necessary that we be able to get some type of work. We are not able to tell you what kind but we are concerned about some type of work coming into Roanoke and especially for the elderly workers.

So many times when an elderly person has lost their job and go out and look for work—I know it has happened with me—the first thing they ask you is your age—after asking your age, they want to know are you familiar with different types of work. It is difficult for a person after they are almost at retiring age to get another job because they will tell you quickly you are too near retiring age, that we can't use you now, so we feel it is very necessary that we be able to get some more work into Roanoke and we are hoping that this can happen in the near future.

Thank you.

Mr. HARTLEY: Senator Randolph, Chloe would like to say a word more and I believe Roy would also like to add a word if we have time.

Senator RANDOLPH. Yes.

Mrs. SEYMOUR. I would like to have a job doing most anything that an older person could do, a thing like day care for a nursery or something like that I would enjoy, just anything, I wish we had some social plans here where older people could work, you know, because I feel after they run from the time they are 14, they need a lighter job, they can't hardly keep up with textile work.

Senator RANDOLPH. Thank you very much, Chloe.

Mr. ANTHONY. Senator Randolph, I would like to say one thing. I was in a supervisory capacity at Handley Mills for about 30 or 35

years and they talked about not hiring people over 45. Now, my experience is and if I was going to try to start up a textile plant today, I would prefer that the people be from 35 to 50 years old. I have had experience with 20-year-olds, 25, 28 and you cannot keep them in a textile plant too long.

Thank you.

Senator RANDOLPH. Thank you very much, Roy.

Do you have something more, Fred?

Mr. WILKERSON. Yes, sir; I would like to say that since losing our insurance—I did hear someone make mention that there is a law in Congress—I believe that where a person could get this insurance at half—I believe Governor Wallace made mention of that—so I would like to get some information about that. How to get in touch with it and who is going to be in charge of that?

Senator RANDOLPH. That is a State program, rather than Federal, but certainly it is good for you to bring it to our attention here today and, Clyde, you can work with the people in reference to that information.

LAYOFFS HURT HOMEOWNERS

Mr. WILKERSON. I would like to say that I know quite a few people that were working for Handley and Rolane that made some indebtedness, not aware that their job was going to come to an end and of course I am in that category too.

Senator RANDOLPH. You were buying a home, were you not?

Mr. WILKERSON. That is right, and we have made some indebtedness and that is another reason that we would be very glad if something would happen for Randolph and Roanoke.

Senator RANDOLPH. That will happen if the disaster relief legislation becomes law as I mentioned here earlier today as I talked with Governor Wallace. There is provision for helping people in connection with the financing of their homes and you are in that position as I understand it.

Mr. WILKERSON. That is right.

Senator RANDOLPH. Thank you, very much, Mr. Hartley. This part of the testimony has been very helpful because you are the people who have the impact of this layoff, you are in the age bracket that we are thinking about. All of you are able to work, you are alert and active, physically and mentally, and I know you are Chloe, isn't that right?

Mrs. SEYMOUR. Yes, sir; as far as I know.

Senator RANDOLPH. I believe that.

Mrs. SEYMOUR. I would like to work.

Senator RANDOLPH. You would like to work. I like to hear you say that. There are too many people in the country, and I am not attempting to deliver a sermon even of 30 seconds, but there are many, many people in this country that do not really want to work.

Mrs. SEYMOUR. That is right.

Senator RANDOLPH. I believe in this area, I haven't investigated carefully, of course, but a very large majority of the people, men and women in this room, in this county, in this community, want to work. They want to be productive. They want to be a part of our economic system and they want just the opportunity to be gainfully employed, is that right, Chloe?

Mrs. SEYMOUR. That is right.

Senator RANDOLPH. Do you feel that way, Roy?

Mr. ANTHONY. Yes, sir.

Senator RANDOLPH. Fred, do you feel that way too?

Mr. WILKERSON. Yes, sir.

Senator RANDOLPH. And, Clyde, in your work do you think as you come in contact with these people that that is true?

Mr. HARTLEY. I would just like to say that we have as hard a working group of people in Roanoke as there is in Randolph County.

Senator RANDOLPH. We might just take 1 minute, although our time has run out. I want you, Dave, to take just a moment to explain the legislation which has been pending in the Congress, which I and others have sponsored in the Labor and Public Welfare Committee. We have had certain demonstration programs under the Economic Opportunity Act, but now we have to do something more. Just take a moment to say exactly what that would be, because I think the three witnesses here would fall in the category of people that could be helped if that became law.

Mr. AFFELDT. This legislation is S-555, The Older Americans Community Service Employment Act. Basically, it provides for new job opportunities and needed community services for low-income persons 55 and older.

We have a number of demonstration programs now and they are under Operation Mainstream, such as Green Thumb, in which older men provide community beautification activities in rural areas. For example, they will build roadside parks, rehabilitate historical sites. In addition there is a senior aide program which is operated by the National Council of Senior Citizens. These individuals serve as professional aides in a wide variety of capacities, such as health aides, teacher's aides. The purpose behind the legislation which Senator Randolph is sponsoring is to convert these pilot programs into permanent, ongoing projects.

We have heard a great deal of testimony that these programs are effective and now we believe they should be operated on a nationwide basis.

MORE ATTENTION TO SOLVING DOMESTIC PROBLEMS

Mr. RANDOLPH. Thank you very much, Dave. I don't want to hold out hope, that is not my purpose here, but we have passed legislation which has been helpful. We do need to enact a law which will continue to be even more helpful. We will not have a strong Nation if there is a high rate of unemployment because many problems, very real in nature, will flow from the people who are not working in this country and we don't want that to happen. I think we have a real responsibility, and there is not partisanship in what I say, I am not an obstructionist to the present administration. I believe that that administration wants to help have people employed, I believe that the Members of Congress desire to have people employed. We have just got to be realistic about how we do it and I think we have got to give more attention to solving the domestic problems of this country than we have for many, many years past. Very frankly, much of our substance has been going abroad for many, many reasons that I need not

discuss here this afternoon, a conflict of arms, assistance in one form or another to other peoples, many of them nations of people very much in need. All this aid was not wrong in itself, but now the time has come, and I think it is long overdue, when we realize that our resources in this country, financial and otherwise, are not inexhaustible. We can spread ourselves so thin that we would be unable to sustain and strengthen our American society here at home and this is one of our problems. I hope all people, regardless of party, will help to do this job in the immediate months. Thank you, Clyde, very much.

Mr. HARTLEY. Thank you, sir.

Senator RANDOLPH. Roy Reeves, Jesse A. Terry and Mayor Phillips. Roy, if you will, proceed, and then your associates will be heard. I wish that you and the gentlemen who are with you would voice your opinions as though you were present by yourselves as you discuss these problems with the committee.

Mr. Reeves.

Mr. REEVES. Thank you, Senator Randolph.

STATEMENT OF ROY REEVES, PRESIDENT, CITY BANK OF ROANOKE

Mr. REEVES. I am Roy Reeves, president of the Chamber of Commerce of Roanoke, Ala., Randolph County.

The life of the textile worker in Randolph County has been one of continual development over the years Handley Mills has operated. Originally, the workers had long hours, short pay, and company-owned housing. Through the years, the hours have become shorter and the pay better. The Handley Mills Co. sold the company-owned houses to the employees at a very reasonable price. As a result, many workers have put down more permanent roots by remodeling their houses and changing the appearance of that part of the community by the individuality of each homeowner. Feeling more a part of the community, these employees have become more interested in church and civic work.

Many Handley Mills employees live on small farms outside the city. There they are involved in tree farming, poultry and egg production and cattle farming. These hard-working people were willing to put in long hours in order to increase the family income. With husband and wife working these employees were living better and enjoying life and having more time for recreation than ever before.

Many of the former Handley Mills employees have weathered the storm of unemployment with their farming operations by obtaining jobs in nearby textile plants and by using their past savings.

Unfortunately, most have no farms. Many had small savings. Many are too old for employment in other textile plants, and, unemployment compensation has ended for all.

This older unemployment group with no means of support are now just waiting for an opportunity to put still useful hands back to gainful employment.

Roanoke and Randolph County began to fold in November of 1970 when Handley Mills notified us of their closing. More bad news came in March of 1971 when we learned that Rolane was also closing. This was a shock to Roanoke and Randolph County.

EFFORTS TO SECURE NEW INDUSTRY UNSUCCESSFUL

We have worked hard to secure new industry. We have been unsuccessful thus far, except for Governor George C. Wallace, who helped us secure Jonathan Logan. We appreciate him very much in helping us to get this industry and the 250 to 300 people that they will employ.

We were told that foreign imports played a big part on these two plants closing. The heavy industrial cotton material that Handley Mills manufactured can be made much cheaper in Japan, and pantyhose from Germany played a big part in Randolph County losing Rolane. They can make these pantyhose much cheaper in Germany than we can produce them in the United States.

"Against" Foreign Aid Give-Away—This is a quote from U.S. Senator James B. Allen:

It is of great concern to me that in the past 25 years, the United States has given away or loaned more than \$138 billion to 143 foreign countries throughout the world.

Our give-away programs and subsidies have made some of these foreign countries industrial giants who are now dumping their products on our markets at lower prices than American-made goods.

Thousands of unemployed workers in Alabama and elsewhere throughout the Nation attest to the viciousness of such competition.

It is time for us to see foreign aid in its true light. Instead of giving away our fast depleting resources, we need to devote our energies, our time, and our tax dollars to insure the security and well-being of the American people.

For many years the small home garden was a familiar sight around the home. As our area progressed toward an industrial community, more and more people were employed in the mills. With frequent opportunities for overtime and extra income, there was less strain on the family budget. Many housewives found that the grocery store was continuously displaying a wider variety of better and fresher vegetables at reasonable prices. One could easily expect to find a decline in the number of small home gardens.

FAMILY GARDENS HELP REDUCE EXPENSES

But the year of 1971 has seen many people looking to the home garden again for their vegetables. This new trend is due primarily to the two major setbacks in our local economy, the closing of Handley Mills and Rolane.

With many people being suddenly out of work, the family budget and expenses had to be reduced in every way possible. One very good way to do this was for the family to grow its own vegetables. This is exactly what many families have done. While enjoying the vegetables during the summer months, large amounts are also being canned or placed in freezers for the winter ahead. The home garden has done its part to reduce family expense but it falls far short of making up for the loss of income and our unemployed.

More and more of our people are living from day to day. They buy homes, automobiles, boats, televisions, radios, refrigerators and freezers on installment. They buy today and pay back tomorrow. This is not only true in Randolph County, it is true all over the United States. We are living in an installment age and this is not bad for our people, provided they have a regular job and income to meet these installments.

We need to bring in new forms of industry to put our unemployed back to work. They are looking for jobs. They have worked all their lives and they are miserable staying around their homes with nothing to do.

Roanoke and Randolph County have a workforce equal to any in the United States. All we need is industry to create jobs. When the unemployed are employed again, you will see the people in Randolph County happy.

Thank you, Senator Randolph.

Senator RANDOLPH. Thank you, very much, Roy. I believe I will just move ahead and we will go through the testimony of all three of you gentlemen before we talk together.

STATEMENT OF HON. JAMES PHILLIPS, MAYOR, CITY OF ROANOKE

Mr. PHILLIPS. I am J. P. Phillips, mayor of Roanoke, and I would like to say first, welcome Senator Randolph and the members of this Senate Special Committee on Aging. We appreciate your thinking of us and coming our way for this special meeting.

Roanoke was a thriving small city with a population of 5,251 and an unemployment ratio of 3.1 percent, no vacant store buildings, very little rental property available when on November 2, 1970, the employees of Handley Mills reported to work on the first shift and found a notice on the bulletin board, plant closed until further notice.

INSURANCE BENEFITS STOPPED WITH LAYOFFS

There was no cotton in the mill to carry on the operation and there was no money to buy more cotton. It had gone into bankruptcy. The plant was manufacturing industrial fabrics. We were told that the foreign imports had been a serious problem for the plant for quite some time; 842 jobs were closed and three shifts, stopping completely a payroll of approximately \$90,000 weekly.

This also stopped their group insurance and most of these employees depended on their hospital and life insurance benefits. This has had a heavy impact on our local hospital and medical forces.

The older people have found it hard, if not impossible, to replace this insurance due to the age limitations.

The majority of these people, ages 45 and above, have never worked for any other company and were skilled in this particular work of the textile mills.

One day at lunch in early March, I received a telephone call telling me that Rolane Manufacturing Co., the second largest employer of our people would begin to phase out on March 12 and be completely closed by March 28. This stopped 450 jobs making a total unemployment of the people of about 1,300. Rolane's payroll was approximately \$30,000 weekly.

All of this came about without any cause of our own. Their reason for closing was just too much foreign imports and general economic conditions throughout the country.

The employees of the Rolane plant had just been working for about a year and a half, just long enough to become somewhat efficient in their work. They too, experienced the same problems that the Handley employees had with insurance and seeking replacement jobs.

I have been told by many of our older people, 50 and above, that it is almost impossible for them to find employment. They are considered too old to train for new work.

I found in questioning some 25 or more elderly people while in my store at different times that their ages range from 55 up. Most of them are living on income from Social Security, small savings, bank savings certificates, small rental income, part-time jobs in retail stores, janitor work, cutting lawns, doing some domestic work, and odd jobs which they have found to supplement their little income.

I observed that, from my home on 122 North Main Street here in Roanoke, within a two-block area there are 44 widows or unmarried women 50 years or older who live alone in homes or apartments. Only eight have full-time employment or are gainfully employed. Only 16 of these 44 own their own home. All of these elderly ladies live on income from their Social Security or their deceased husband's Social Security, teacher retirement, pension and securities or assistance from members of their families.

Our elderly people lived through the depression years of the thirties. They are all honest, dependable and very independent in their feeling.

PLENTY OF HARD WORKERS—BUT NO JOBS

Roanoke is a good place for elderly people to live if they must live on small incomes. Many of them would welcome some part-time work, as we have heard testified already, at jobs they would enjoy doing that would also increase their economic welfare.

What I have been trying to say is that our community has a high concentration of middle-aged and older workers. They are honest and have a history of hard work. Through no fault of their own they find themselves unable to find here, the work they would like to do and are capable of doing and yet they still do not want to have to move away.

Their present incomes are so limited that they cannot cope with their medical emergencies and cannot provide themselves with the comforts they should have after years of hard work.

The fact that they don't have money to spend hurts them and also the economy of the entire community. This is a pressing problem and I hope this hearing today might provide some answers.

Thank you.

Senator RANDOLPH. Thank you, Mayor.

Mr. Terry.

STATEMENT OF JESSE A. TERRY, PRESIDENT, TERRY MANUFACTURING CO., ROANOKE, ALA.

Mr. TERRY. I am Jesse A. Terry, president, Terry Manufacturing Co., Roanoke, Ala.

Chairman Randolph, ladies and gentlemen, I appreciate very much the opportunity to testify on this subject of unemployment of the older workers and especially to have something to say as an employer of Roanoke and Randolph County.

I realize that the unemployment of the aged is a national tragedy, realizing the fact that the unemployment so far as the aged are con-

cerned has risen above the \$1 million figure and which this is very serious for us all.

I consider the fact serious because I am very much concerned about people as a whole and I have been for some time. I am concerned about all age levels. We find that the younger people especially have become unemployed, but we think in terms of the younger people as we take a look at the younger people they sometimes are able to get a job someplace because they are able to readjust themselves because of their flexibility, because of their educational advantages and because of various abilities that they have to relocate and readjust themselves, when, at the same time, I don't think that our older and middle-aged citizens should suffer and be penalized because of the fact of their age because they have reached the middle-age, the middle age of becoming a mature worker.

I have noticed from experience, from experience that I have had with them at Terry Manufacturing Co., I can say with personal experience that they have many advantages also. They have many advantages to offer the employer.

OLDER WORKERS FOUND TO BE DEPENDABLE

They have advantages such as stability. You can expect them to stay with the job. They are responsible individuals, so they will stay with you, so this is very important.

And then we take another look at a middle-aged person. We think in terms of their tenure. I have also taken a note that a middle-aged person because in their attendance, they will attend the job regularly. They will be there and there is one more thing that I would like to point out that you might be surprised to note. No reflection on the young people, but you just don't find this among our young people, existing, you don't find these expressions any more, you don't find these determinations any more, where that you will find the expression where they say, "I want to give you a day's work," "I want to give you an honest day's work for the money that I receive." You find these kinds of warm receptions among these people 45 years and up. These are the kinds of statements you find; these are the kinds of people you find, these are the kinds of persons you find, and the determinations in these people, so you find also that all you have to do is to find that person with the health, with the ability and they have the ability to deliver.

UPDATING THE ELDERLY

Now you find also sometimes that within the middle-aged people they have not had at all times all of the educational and training advantages that some of the younger people have had, prior to this particular time, so I think we ought to stop and take a serious look at just what can we do to bring these people around, to bring them up to the standard, to bring them up to the point where they can be productive, where they can do the job that we so desire to have them do; so, in order to do this we must provide the type of training that is necessary to be done in order that these persons will be productive people for their age level.

Now, I am not criticizing at all the type of adult training that has been offered but I would like to make this suggestion if I may, just

reading, writing, and arithmetic and going into the classroom just for the sake of being there, is not enough for these people. They must be there to receive the practical understanding of life; they must be there so they can learn what to do and how to do and how to readjust themselves to the new areas of life.

How to make out applications, how to readjust to this new age in which we live. They must learn what to do and how to do just as these young people have learned. They are trainable, they are productive, so I would like to also say that we need as many jobs as they can be trained for, as many jobs in the area as can be prepared aside from the factory work. The factory work we need, but besides this we must try to provide jobs of all kinds. We need, for all the people, we need every kind of job that can be produced in our area or any other area. We realize this, but at the same time we would like to say just a word, If I may, about upgrading our community as a whole.

I travel quite a bit, but at the same time I know more about Roanoke and Randolph County than any other place I know. We need many, many things in Roanoke and Randolph County.

FACILITIES NEEDED FOR ALL AGES

We need health care. We need day care. We need health centers. We need recreation, supervised recreation of all kinds for all of the people. So, if we can get all the various facilities and everything that the cities have, and this kind of thing—I preach this kind of text and this kind of sermon all the time—if we can get this kind of thing here, it will also provide jobs for all the people and our older people can be trained to participate in these activities.

It also upgrades the people. We would like to say that we need upgraded housing facilities so they can be housed properly, all people young and old; and also, I have been asked to say something concerning Terry Manufacturing Co. and then I will be finished. Terry Manufacturing Co. began a small operation in 1963. A very small and humble operation with about five machines and about five persons employed and at the same time we had about 1,800 square feet of floor space and we have been able to move from that to about 16,000 square feet of floor space and at the present time our principal operation, we make dresses, uniforms, principally deal in ladies' clothing and dresses.

The last few weeks we have been able to make an addition insofar as floor space is concerned and we have been able to add about 35,000 square feet for which we anticipate another operation.

But this is not the thing we are here for, I only added that because of a request, we are here to try to get something done and something said insofar as jobs are concerned.

I am thoroughly convinced if we try and if we center our attention to the point of trying to do something for the aged, get to the cause, to the center of the core, we can solve the problem, we can get something done so far as the aged and work for *all* the people.

Thank you.

Senator RANDOLPH. Thank you, Mr. Terry. This is excellent testimony that you three gentlemen have given to this committee. Now, Roy, you are a banker. If 1,300 persons are unemployed who were em-

ployed, I think it is good for you to tell us, not in actual dollars, what does it mean to a financial institution? Do you have more requests for loans and still you have difficulty in giving those loans because of collateral problems set up about your banking?

Mr. REEVES. Yes, we have more requests for loans but we are not trying to turn the people away, we are going to try to help them because we feel like we are going to get some relief in Randolph County shortly, and you know, Senator Randolph, there are a lot of ways a small banker can get help. He can always go and call on a correspondent if they have loans that are large enough that they are unable to handle so we have ways that we can help these people and we are not going to turn our backs on them and we are going to stay with them and fight with them. We are going to still get out and hunt industry with them and try to get these people employed again.

Senator RANDOLPH. Now most of your industry has been textiles in nature.

Mr. REEVES. That is true.

Mr. RANDOLPH. But do you see the possibility of a more diversified industrial base or are you thinking in terms of that sort of future program?

Mr. REEVES. Yes, sir; very much.

Senator RANDOLPH. Do you think it should be done?

Mr. REEVES. It should; that is true.

Senator RANDOLPH. What about the technological situation here, it has been mentioned by many persons, do you think these people can be trained, the older workers as well as the younger workers, for these kinds of jobs if we have realistic manpower training programs?

Mr. REEVES. Senator Randolph, I have been in Randolph County for 4 years and the people in Randolph County are able to pick up and catch on as fast as any county I have lived in over my lifetime. In other words, if you can show these people here what to do with their hands, they are able to get right with it and do it, so this is what we need.

RETRAINING FOR MIDDLE-AGED WORKERS

Senator RANDOLPH. The reason I asked this question of you, Roy, our middle-aged and older workers employment act establishes what we call a mid-career development services program, that is administered through the U.S. Department of Labor. It provides training, counseling, and other supportive services to upgrade the work skills and capabilities of persons who are 45 years and older.

The Secretary of Labor of the United States can recruit and train personnel and provide recruitment and placement services in communities like this community where there is large-scale unemployment, among our middle-aged and older workers. It can be done by the Secretary of Labor because there are plants that have closed down or other reasons for large scale layoffs, so this is legislation that we hope can be helpful to you in the future. I will not go further into the points of this act, but I will include other provisions which we hope can be helpful.

There has to be a study, of course, of job opportunities in the future for older persons beyond anything that we have been able to do at the present time.

I thank you, Roy, for your testimony and I want you to know that I am familiar with the operation of banks, not as a stockholder or even as much as in the realm of depositor but I do need a loan and perhaps you could assist me.

Mr. REEVES. Come right on down and we will be happy to help you.
Senator RANDOLPH. On leaving here today?

Mr. REEVES. Yes, sir.

Senator RANDOLPH. Mayor Phillips, I liked your testimony as I did the testimony of Mr. Reeves and Mr. Terry. Now, you have this unemployment picture, a tragic picture in a sense, of 1,300 persons employed just a few months ago and now unemployed. You are the mayor, what does this do to a locality? I hope it doesn't bring a higher crime rate and I hope you people have a low crime rate here. Tell me, I want to know, does unemployment cause difficulty in connection with the observance of the law?

Mr. PHILLIPS. One of the first things, Senator, that we projected was by the closing of Handley Mills alone it cut \$36,000 off of our city income for the year of 1971. Our budget, of course, was already prepared and we had a hard problem as to how to tackle this thing with the reduction of \$36,000.

Senator RANDOLPH. You haven't answered my question. With so many people unemployed, is there a higher incident of crime or don't you have any crime?

Mr. PHILLIPS. Excuse me. I would say similarly there is no more crime; no, sir.

JOBS THROUGH COMMUNITY SERVICES

Senator RANDOLPH. I like to hear that, indeed I do. Now, I have been sponsoring legislation, Mayor, which would provide for new job opportunities through community service employment for persons that are 55 and older, low income persons. There are two major provisions and I would like to discuss them. First, the bill would provide employment for elderly persons who need to supplement their retirements benefits—that has been mentioned today. Also, the bill would help provide services for cities like yours that are limited in resources, as you have indicated, because of this high unemployment rate. Now, if this law could go into effect—I have not gone into its details but I have given you those two important provisions—would it help a community like Roanoke, do you believe?

Mr. PHILLIPS. Yes, sir.

Senator RANDOLPH. If it were to be available, what types of services do you think the people here, Mayor, could fit themselves into?

Mr. PHILLIPS. We mentioned, I believe, beautification in various areas and different types of social work and recreational facilities, work that people could be employed at part time. We have some employed that way now in our city and in the library and down at city hall. We feel that there could be an extension program on the social work maybe and in the recreation work.

Senator RANDOLPH. Now, Mayor, to a final question and maybe all three of you want to address yourself to it very quickly and we are running behind time, but it is mostly on my account perhaps. You said that these plants in essence closed, not because the work being done here was not good work but because there was the problem of

competitive manufactured items that could be developed in other countries and sold as importations in this country from abroad. Now can you give us any facts on this assertion that you made?

Mr. PHILLIPS. We have had these reports brought to us from people who worked at the two plants but as far as facts, we do not have figures, I do not have figures that would show you that, but the reports are that they were cut off in various areas because of the imports that were coming in.

Senator RANDOLPH. You remember the testimony which included a portion of a statement or a speech by Senator Allen¹ in which he hit heavily on the import problem. I will ask you, David, and the other members of the staff in this particular instance, because we want to be definitive, I don't want to be generalizing the situation. Two plants have closed here and they have been textile plants in one form or another; now, I want the companies that have closed to give us information in the form of letters for our committee.² Even though this is not a committee that is charged with that responsibility, it is going to help the Congress. If imports have caused the unemployment of 1,300 people in this area, we want to know about it and we would like to have it directly from the companies that were affected. Can we do that, David?

Mr. AFFELDT. Certainly, sir.

Senator RANDOLPH. I think it is important for us to develop the situation just as it is. Of course, in West Virginia we know about this—our glass plants, our steel companies, yes, even our chemical companies to a great degree. We know about this problem. We know in our leather goods industry how we have been affected. It is over a wide area in the United States that this situation in a sense kept the heart out of our high wage level productive economy in the United States. That may be addressed to you by some witness before we close.

Now, Mr. Terry, I don't want to pat you on the shoulder because you have already been applauded for your work but I want to commend you as a person who had the initiative to help bring an industry into being here. I will take just 1 minute because I think it is good for us to stop and to commend as I am commending you for doing what you have done with the help of others.

FEELING OF RESPONSIBILITY TO COMMUNITY

There were two young men in West Virginia who graduated from our State University. They were young men of talent and young men who, upon graduation only a few years ago, had responsible and well-paying jobs offered to them in certain cities of the United States. These two young men are John and Bill Bright, they live in a little community of about 3,000 persons in Summersville, W. Va. They sat down in the family home and they said we have a responsibility, not only to ourselves but we have a responsibility to our State of West Virginia where people need employment, and the community of Summersville in which we live. Oh, if this might be the spirit of more young people in the United States, America and more older people like you, Mr. Terry. You provide for yourself, or course, and the peo-

¹ See p. 94.

² See appendix 3, p. 122.

ple employed in that plant, but you help the economy and strengthen the fabric of America by keeping people at work.

Now, what happened, they began with four workers and today they have more than 300 workers, Bright of America. Check into it, Mr. Terry, and see what they did. Now here they had the helping hand of the Government. They didn't have a handout but they have had two loans from the Small Business Administration and they have been paying those loans you see; doing this job, using up-to-date machinery, fine facilities, a work force that is skilled and wants to work and is doing its job. I hope their future will continue to be bright. Their two names, of course, are Bright as I have indicated. I have just related this to the hearing here today because we need people with initiative, like you, Mr. Terry, who start in a modest way and yet develop the strength of this country.

Never, ladies and gentlemen, allow our country to come to the point where we kill the initiative of men who want to employ others as well as help themselves; they are the same thing. I think it is very, very important that we keep this in mind.

We have a man in West Virginia by the name of J. W. Ruby. I remember so very well, it was not very many years ago when he came over from Ohio, he had 14 employees as he started the Sterling Faucet Co. and today he employs 2,500 men and women. You see it can still be done. It is being done in West Virginia and Alabama and other States so. Mr. Terry, yours is the story of progress. Yours is a story of helping yourself which is right under our free enterprise system, which we must never lose, but to help others and in helping those people they help to sustain and strengthen America.

Do you want to add anything, Mr. Terry, on the subject of textile imports as a problem, or perhaps you are not wanting to discuss it.

MR. TERRY. I don't care to discuss it but I would like to thank you very much for the encouraging words. It only gives me strength to carry on.

Senator RANDOLPH. Thank you, Jesse, and I think you are going to employ more people. I just have that feeling that somehow or other that when I come back in a few years—and I am one of these, let's say, who is over 45, I do want to come back—I would like to come back and visit all three plants by whatever name and see them operating again. Thank you, gentlemen, very, very much.

Mrs. Birdsong, how are you? Boveen, are you feeling all right?

Mrs. BIRDSONG. Just fine.

Senator RANDOLPH. We will hear from you first, Mrs. Birdsong.

STATEMENT OF MRS. BOVEEN BIRDSONG, PRESIDENT, LOCAL 613, AMALGAMATED CLOTHING WORKERS OF AMERICA

Mrs. BIRDSONG. My name is Boveen Birdsong and I am an employee of Palm Beach Co., the maker of men's suits and I am president of local 613, Amalgamated Clothing Workers of America.

Senator RANDOLPH. Is that a plant operating here?

Mrs. BIRDSONG. Yes, they employ over 400. I think that is what has been helping keep Roanoke up.

First, let me say, I feel humble being asked to say a few words at this hearing. Right now I feel very much incapable.

I was born and raised on a farm and married a farmer and I am grateful we own our own farm now. In Roanoke and through high school we used to hear about unions through the newspapers and over the radios, but everything we heard was bad, we never heard anything good about the union and I joined the union in 1951 and it is wonderful to know that you really have someone to go to bat for you if you need them. I feel like if people would try to hear both sides, they would feel differently.

When I first started to work, the word retirement didn't mean a thing to me. But, as the years went by, of course, I was getting older, I began to realize what would happen to me when I retired. When I heard Handley Mills was closing my first thought went to those people that had worked there all their working days, who had homes, what would they do? Of course, they could get unemployment for 26 weeks plus the 13 weeks our legislature, in Montgomery with the help of our Governor, I am sure, extended. That would help with groceries and utilities.

We have a new clause in our contract, if our shop closes, if we have 10 years or more we will get a certain percent which would help with the unemployment. Of course, that insurance stops when the mill stops, our insurance is good for 6 months which will give us a chance to get more insurance if we could afford it.

PENSION PORTABILITY

The older people here can ride 25 to 50 miles one way and put in 8 good hours of work, but first they would have to have physicals. I am sure when most of those people who have worked with Handley Manufacturing Co., they didn't have to have physicals but now when you go to work anywhere you have to have a physical and naturally they are older and I am sure that they wouldn't pass their physicals. I think we need pension portability in case we had to move to another town for various reasons and we have worked a long time, say, for one company, we would at least have something to take with us.

In all my working years I believe this has been our shortest year at Palm Beach Co. We feel like imports has had a lot to do with this. People don't realize when they go to the stores to buy different things how important it is to see where they were made. We are cutting our own throats when we do this. I hope we can get all of these problems solved because we love our country and we have so much here for us if we could just put it to the right use.

Thank you.

Senator RANDOLPH. Thank you very much. Now, Reverend Worley, will you give us your counsel?

STATEMENT OF REV. RALPH WORLEY, LOWELL UNITED CHURCH OF CHRIST, ROANOKE, ALA.

Reverend WORLEY. Senator Randolph, it is a great joy to have the privilege of saying something that we hope will be beneficial. We are grateful for the interest of the committee in making such a great effort to come and find out firsthand something about the situation.

Five years ago I moved to Roanoke as minister of United Church of

Christ. In these 5 years I have seen several things happen, some good, and some not so good, but I think that Roanoke and Randolph County and the surrounding area along about November 9, 1970, received the shock of its entire history in the cutting off the breadlines, so to speak, of some 1,300 people. Of course, this has been said over and over again today so the committee should very well realize this.

PHYSICAL HANDICAPS BLOCK JOB OPPORTUNITIES

But, the question that comes to me is what are the people going to do? Many of them, if the mill should reopen would not be able to go back to their jobs because of physical handicap. Some of my members have applied at other mills for employment and they were told that an operation would be necessary before they could go to work. With a lot of people, this would make it difficult if not impossible really to find a job because with the dying of the mill—I don't like to use the word, dying—but their insurance dies as well. It left them without anything really other than as Mr. Reeves has said, some had a small savings and I think with a lot of them, this is about gone so it has left the people in really a difficult situation. However, they have faced it bravely and they are still facing it bravely, but what can be done.

I read with interest the Congressional Record on Middle-Aged and Older Workers Employment Act of March 19, 1971. I believe this to be very worthwhile and an important act of legislation.

It seems to me that it offers the people something, if it can be passed, and worked up that will help them, as I believe Roy Anthony stated, to retain their identity and their self respect, help them to feel their importance in their community and give them the opportunity of making their contribution to the community and to the Nation in which we live and love.

Some of the areas in which this might be done is the field of training and retraining it seems to me as some has been mentioned by others, the field of radio, television repairmen or in the field of appliance repair, in the field of mechanics, in the field of plumbing and in many other areas that does not require the strenuous effort that a textile mill requires.

So, with that, I would simply say that I personally appeal to the President of the United States, to the Congress of the United States, to try to get through some sort of legislation that will help these people to make their contribution to the Nation that they have worked so long in and love so dearly.

Thank you.

Senator RANDOLPH. I thank you very much Reverend Worley.

Now, Boveen, in your testimony, you have indicated in a sense that there is a very real depression here, not just a recession, but you and Reverend Worley have indicated there is an impact here of unemployment and it is disastrous in some degree upon the life of this community.

Now, in Congress, of course, we have been discussing various types of pension programs, and retirement benefits. How could we further strengthen the private pension system; do you have a thought on it?

Mrs. BIRDSONG. This pension portability, you know, the workers stay in a place a long time and let that be kind of like Social Security, the company donates so much and then if something happens, they can get from it for all the years they have put there.

DISCRIMINATION AGAINST OLDER WOMEN?

Senator RANDOLPH. Do you believe there is any age discrimination against older women in employment here in this community?

Mrs. BIRDSONG. You could say yes, but I would like to say that our boss said he in fact has hired several of the older ones from the mill, he says he can depend on them better and so really we haven't had any age discrimination there, but I feel like in the places they go away they don't have insurance and they are older, naturally you know, they are not as healthy as they used to be and naturally, of course, they give a lot of excuses I am sure but I feel that has been a lot of it because of the age.

Senator RANDOLPH. You men may not like it but there are 4 million more women of voting age in this country than there are men and you know if they ever decide to do something as a group it would be very difficult to keep them from doing it. I don't, of course, want them to drop back on the women's liberation in this particular section but you were talking about women and their skills and I want to digress for just 1 minute. I want to tell you this story, which is true, that is if you can believe a Senator.

I will now tell you the story though, and it is true. Back in the 1850's, I forget the exact date, there were three women, they were called female workers in those days, who were employed in the U.S. Patent Office. That was then a part of the Interior Department and they were dismissed from their jobs and the Secretary of Interior wrote them a letter and said, there is no place for female workers in the Patent Office. They shouldn't be employed there, only men should be employed.

There was a Member of Congress who appealed that one of those women retain her job. Now she was dismissed with the others. The appeal was not responded to by the Secretary of Interior.

I will put in the record though the whole letter of the Secretary as to why women shouldn't be employed in that public office.

That woman that was dismissed from the job in the Patent Office, why she went out to help people, you know. She founded the American Red Cross. Her name was Clara Barton, so we mustn't discount someone or fail to give them the opportunity to work, because we never know what a tremendous contribution they may make, those persons who may be women rather than just men.

(The letter referred to follows:)

WOMEN HAVE WON THE RIGHT ON MERIT TO FULL PARTNERSHIP WITH MEN

Mr. RANDOLPH. Mr. President, in 1854, three women were employed as copyists by the U.S. Patent Office. In the following year, when they were about to be dismissed, a Representative wrote to the Secretary of the Interior on behalf of one of them.

The Secretary reportedly replied:

"There is every disposition on my part to do anything for the lady in question except to retain her, or any of the other females who work in the rooms of the Patent Office. I have no objections to the employment of females in the perform-

ance of such duties as they are competent to discharge, but there is such obvious impropriety in the mixing of the sexes within the walls of a public office that I have determined to arrest the practice."

Let me add, as a historical footnote, that the "lady in question" was Clara Barton, who a few years later went to work on the Civil War battlefields and, as founder of the American Red Cross, became one of the most illustrious women in American history.

Senator RANDOLPH. Now, Reverend Worley, I have noted that you are the pastor of the Lowell United Church of Christ. How many members have you?

Reverend WORLEY. I have 148.

Senator RANDOLPH. 148?

Reverend WORLEY. Yes, sir.

Senator RANDOLPH. Do they come to church on Sunday or are they just members.

Reverend WORLEY. Some of them are just members, sir.

Senator RANDOLPH. I see, but you have a church where the people are interested in helping one another as well as to advance their own religious testimony, is that right?

Reverend WORLEY. That is right.

MIGRATION TO CITIES NOT THE ANSWER

Senator RANDOLPH. They are interested in the sort of questions that you have raised here today. Now, there are mature workers in this area you think that can easily be retrained, as you said, to hold jobs in diversified industry. You have indicated that there are part-time jobs that these people could hold. Now, there has been a migration and I might mention it while you are testifying, Reverend Worley, of workers from rural areas into the city. There is a feeling sometimes that if you leave the rural area, you leave the countryside and somehow or other it is going to be better in the city, in the metropolitan parts of the country. I don't want to speak in any dogmatic fashion here but I want to say for the record, you better think twice before you leave a community like Roanoke to go to any great metropolitan center of this country.

Reverend WORLEY. I think this is true, Senator, because since being here I have found people that were knit very close together.

Senator RANDOLPH. We have to, of course, develop jobs, we have to diversify industry, we have to have a national policy, I think, beyond what we have advanced today. We have been mentioning this middle-aged workers legislation which I hope can be finalized and I just trust that these plants will not be pirated from some other part of the country because of lower wages, but they will come, these plants, to these sections of the country. They will come to a community like Roanoke because here they find that atmosphere, that condition which is conducive to people working to strengthen not only that industry but make a contribution to the general economic strength of the country.

Thank you very, very much, both of you, for your testimony.

Judge McMurray and Emmett Eaton.

Judge McMurray, are you circuit court judge?

Judge McMURRAY. No, sir. I am judge of probate of Randolph County.

Senator RANDOLPH. You are a county judge?

Judge McMURRAY. Yes, sir. county judge.

Senator RANDOLPH. Judge, you are, I believe, here to present the thoughts of my very esteemed colleagues, Senator Sparkman perhaps, and Senator Allen I know, who spoke to me personally about your being a spokesman and presenting their statements.

So, Judge, would you proceed.

STATEMENT OF JUDGE McMURRAY, JUDGE OF PROBATE OF RANDOLPH COUNTY

Judge McMURRAY. Thank you, Senator Randolph. I am indeed grateful for having a part on this program. We want to welcome you to Randolph County. We feel we are very fortunate in having a man of your caliber come into our county and I have been told by both Senator Allen and Congressman Nichols and all of his supporters that there are few men of your caliber and your integrity and we feel that you are a true friend of the South and we want you to feel welcome while you are with us and hope that your life and our law will be welded together in some parts of this program.

Ladies and gentlemen, I apologize for being no more familiar with this than I am. It was handed to me about an hour ago and I am going to briefly skim through the highlights of both papers.

First, I will go to Senator Sparkman on account of his seniority and I am quoting Senator Sparkman.

I am particularly appreciative the Senate Committee has chosen to come to Roanoke. This Alabama community has been especially hard hit by foreign competition in the textile industry. For some time now I have been concerned about the situation. In the 90th Congress and the 91st Congress, I have sponsored legislation to protect the jobs of American men and women working in textiles and in the garment industry. On both occasions the Senate passed the measure but the House of Representatives failed to concur. I have again sponsored similar legislation this year because I believe that when you have an orderly trade and that is what imports amount to, you have a good relationship with other nations which avoids the problems encountered in such communities as Roanoke.

The loss of 1,200 textile jobs in Roanoke has left many employees without adequate job alternatives and a great many of these who are jobless are middle-aged and over. Many find that they lack the necessary skills to move into gainful employment. Of course, this problem is not unique in Roanoke but can be found in rural areas throughout the Nation.

Ladies and gentlemen, I am just skimming briefly through this thing and reading to you underlined portions because we do not have time to present it altogether.

Last Thursday, the Senate passed and sent to the House the Economic Disaster Relief Act of 1971, which is designed to deal with the immediate problems of unemployment and economic stagnation. The Bill provides relief for economic disasters. I certainly hope that the House will expedite this legislation as I feel that it will go far toward alleviating the conditions of jobless mature workers.

I cannot over-emphasize the importance of the Small Business Administration in the development of economically depressed rural areas. SBA has an excellent program which, I believe, can serve effectively as a blueprint for rural renewal throughout this country.

And I have quoted Senator Sparkman. Now for Senator Allen's report.

Senator Randolph, I have been told that you and Senator Allen were the best of friends and have cooperated on many programs so we

just want you to know we feel like we have a true friend in Congress. We feel like you are our friend and now I quote Senator Allen.

Mr. Chairman, on behalf of the people of Alabama, I give you a warm welcome to our state.

On my list of Senator Randolph's achievements is the Randolph-Sheppard Act, which established a program of vending facilities operated by blind persons.

On March 1 of this year, Senator Randolph introduced legislation in the Senate to establish rehabilitation facilities for older blind persons and I am privileged to be a co-sponsor of this Bill. Your Bill, S-1307, which you so graciously permitted me to co-sponsor, provides the basis for legislative changes which are badly needed to achieve this objective. It calls for some standards programs—to be enacted through the Department of Labor and to provide training, counselling, and other supportive services to upgrade the work skills and capabilities of persons age 45 and older.

In addition, this will be of particular interest to the people of Roanoke and Randolph County—for persons age 45 and older, unemployed because of a plant closedown or layoff, I hope the Committee will consider giving priority to applying for assistance under a section of this Bill—This is the first really significant step of a considered effort to reverse unemployment in the aged group which up to the present time has been devoid reversibility.

It will be my suggestion that the Committee spell out very precisely what they mean and intend in terms of distribution of the system between the urban and rural areas.

Our middle-aged and older citizens are the very persons who lifted us out of the great economic depression in the 1930's, who have protected and won the victory for us in World War I, World War II; they built our bridges, dug our tunnels and erected our skyscrapers and made possible the many advantages Americans enjoy today. They did that with their ability, their determination, and their faith in our great nation. These citizens are inactive at age 45 and older because society has told them that they are forced into retirement, they are no longer valuable, they are on the outside looking in, and they need our help, but more important, we need theirs.

I submit we can no longer afford the luxury of continuing to neglect their resources in skill, in time, and experience. We must work together and form the job opportunities this experience and patience pervades.

Your Bill, Mr. Chairman, contains the essential ingredients of this formula. We must not, and indeed we cannot, afford to fail in this worthy cause.

(The prepared statement of Senator Allen follows:)

PREPARED STATEMENT OF SENATOR JAMES B. ALLEN

Mr. Chairman, on behalf of the people of Alabama, I extend you a warm welcome to our State.

I sorely regret that a commitment of long-standing prevents me from personally being with you today for this important hearing, for it is not often that our State is honored by the visit of a committee of the United States Senate, particularly one whose mission is perhaps the most compassionate in the legislative branch of the Federal Government, namely, to determine the problems and needs of older Americans, then to devise programs to enhance the quality of their lives.

That your quest for information in this critical area of national concern brings you to Alabama means much to us. I did not prepare an elaborate statement, for I know that those who appear before you today will contribute much to the Committee's attempt to alleviate the deteriorating economic and social conditions of our middle-aged and older citizens. I commend their testimonies to you.

First, I should like for all present at this hearing to know that they are being visited today by one of the giants in the United States Senate. I am, of course, referring to the distinguished Senator from West Virginia, Jennings Randolph.

Senator Randolph has unquestionably moved into the line of great Senators who stand out in conspicuous service to our Nation. His commitment to his fellowman is total, with no reservation. His labors have been tremendous and they have been fruitful.

The meaningful programs in health, education, training, public facilities, pollution control and environmental improvement which have been fashioned

and steered into law by Senator Randolph stand out like a watermark ingrained in fine bond paper.

Throughout his public service career, Senator Randolph has consistently worked to secure programs to assist working people and to better working conditions. From the enactment of the original minimum wage law in 1938 to the passage in the last Congress of the Federal Coal Mine Safety Act and the Occupational Safety And Health Act, Senator Randolph's name has been synonymous with landmark programs to aid the working people of our Nation.

Senator Randolph is chairman of the powerful Senate Public Works Committee which handles legislation relating to the Interstate Highway System, Rivers and Harbors, TVA and The Appalachian program, all of which are vitally important to the continued economic growth of Alabama. He is the Senate author of the Appalachian Regional Development Act.

High on my list of Senator Randolph's achievements is the Randolph-Sheppard Act which established the program of vending facilities operated by blind persons. On March 1 of this year, Senator Randolph introduced legislation in the Senate to establish rehabilitation services for older blind persons, and I am privileged to be a cosponsor of this bill.

Because Senator Randolph came to Roanoke in his capacity as a member of the Senate Subcommittee on Aging, some of the younger generation attending the hearing may think that he tends to concern himself only with the problems of older citizens. Nothing could be further from the truth. While serving in the House of Representatives, Senator Randolph introduced the first proposal in that chamber to reduce the legal voting age to 18 years. That was twenty-nine years ago, and this dream came true just a few weeks ago when the 18-year-old voting proposal became the Twenty-Sixth Amendment to our Constitution.

Yes, Senator Randolph has demonstrated his vision time and again. He is, in truth, a man for the present and for the future, while remaining faithful to the basic truths of liberty and democracy and to the best in our past.

I am proud to claim the friendship of Jennings Randolph. I am honored by his presence in Alabama today.

One of the most distressing and deplorable aspects of the vocational structure of our Nation is the unemployment and lack of meaningful job opportunities for middle-aged and older Americans. This fact becomes indelibly clear when we study official unemployment statistics in this age group.

Between January 1969, and June 1971, the number of unemployed individuals age 45 and older rose from 569,000 to 1,025,000, an increase of 72 percent.

During this same period, the number of persons in this same age group out of work for 15 weeks or longer rose from 115,000 to 353,000, an increase of 207 percent.

In addition, the number of jobless persons age 45 and older out of work for very long periods—27 weeks or longer—rose from 48,000 to 205,000 or by 327 percent between January 1969 and June 1971.

Even more appalling is the recent finding by this committee that should this trend persist, one out of six persons in the 55-59 age category will no longer be in the work force by the time he reaches age 65. Ten years ago, this ratio was only one out of eight. Thus, when you consider that 19 percent of all Americans—more than 38 million people—are age 55 or older, the full magnitude of the denial of employment opportunities for them becomes readily apparent.

Despite all these grim facts, we find that only a small percentage of our Nation's job training and job retraining efforts are focused on workers 45 years of age or older. In 1970, only 4 percent of all enrollees in manpower programs were in this age group.

It is indeed a strange and ironic paradox, Mr. Chairman, that while our dramatic progress and advances in medical research and health care have reached the point where the average American can now expect to live the Biblical three score and 10 years, we also seem bent upon pushing middle-aged and older persons from the economic, social and cultural mainstream of American life.

From the foregoing, it is abundantly clear to me that we must take the initiative in developing a comprehensive program to provide jobs and opportunities for middle-aged and older Americans.

Your bill, S. 1307, which you so graciously permitted me to cosponsor, provides the basis for legislative changes which are badly needed to achieve this objective, it calls for substantive programs of action by establishing a mid-career development program in the Department of Labor to provide training, counseling, and other supportive services to upgrade the work skills and capabilities of persons age 45 and older.

In addition, and this will be of particular interest to the people of Roanoke and Randolph County, S. 1307 would authorize recruitment and placement services in communities where large numbers of persons age 45 and older are unemployed because of a plant, closedown or layoff. In this connection, Mr. Chairman, I would hope that the committee would consider giving priority to heads of households applying for assistance under this section of the bill.

Although S. 1307 contains many other important and substantive provisions, the two I have just mentioned would keep thousands of mature persons in the labor force. The entire bill could be the beginning—the first really significant step—of a concerted effort to reverse employment in an age group which up to the present time has defied reversibility.

While unemployment hangs like a black cloud over middle-aged and older persons everywhere, it is more pronounced in rural and small-town America. Once a nation 75 percent rural, today we find 75 percent of our population living on 2 percent of our land. This massive out-migration from towns and farmyards to the big city has had catastrophic effects at each end of the population distribution scale.

In all parts of rural America, for example, there are whole communities facing economic stagnation, persistent poverty and a declining local government tax base. Recent testimony before our Rural Development Subcommittee of the Senate Agriculture Committee revealed that 27 percent of our rural citizens are impoverished—some 14 million people.

Unemployment rates in rural areas are 2-to-3 times greater than in urban areas. We determined that 40 percent of all of the poor in America are over 65 years of age. In rural America, nearly one-half of the population is over 65. Going a step further, we found that in suburbia, one person in 15 is poor—in the cities, one person in eight—in rural areas, one of every four.

I shall not go on, for this committee, particularly its distinguished chairman, is more than familiar with the conditions, problems and needs of town and country America. My point is that the launching of a national program to provide jobs and better economic opportunities for Americans 45 years of age or older, there is a compelling need to insure equitable funding between rural and urban areas.

I am delighted that section 105 of S. 1307 does mandate the Secretary of Labor to "establish criteria designed to achieve an equitable distribution of assistance under this act among the States and between urban and rural areas." It has been my observation, however, that the rural unemployed are seldom visible in the urban world that Federal bureaucrats live in. It would be my suggestion, therefore, that the committee spell out very precisely what they mean and intend in terms of distribution of assistance between urban and rural areas.

Now, a brief word about our increasingly serious import problem. Clearly this is a matter which is most germane to this hearing and certainly most relevant to the economic plight of Roanoke and the Randolph County area.

Textile imports have perhaps received the greatest attention in the matter of foreign imports. This is not unusual, because this industry employs one out of every eight U.S. manufacturing jobs and because it is uniquely structured to provide jobs to all skill levels and to locate in areas most in need of them.

Currently textile imports are running at an annual rate of almost 6 billion square yards. Compare this with last year's record volume of 4.5 billion square yards. Although cotton textile imports are restrained to some extent by the Gatt long term cotton arrangement, neither wool nor man-made fiber imports are limited in any way. And these imports, particularly man-made fibers, continue to soar at an alarming rate.

There are very good reasons for the substantial growth in textile imports, but the most important are:

1. Our imported textiles are produced under wages and working conditions that would be both illegal and intolerable in the United States.

2. The United States, unlike virtually every other developed country in the world, maintains no limitations on its textile imports, other than the very mild restraints imposed by the LTA. Consequently, we take an exorbitant share of the world's textile exports.

What has this meant to the American textile industry? It has meant a loss of 100,000 jobs in 1970 alone and the closing of 50 textile plants. The classic example of the adverse impact of unrestrained textile imports on U.S. jobs and industry is found right here in Roanoke where 62 percent of the jobs in the com-

munity were eliminated as a result of the closedown of two textile plants in a brief span of five months between November 1970 and March 1971.

The tragic story of the swift economic demise of Roanoke was told in an article by Mr. Ray Jenkins which appeared in the March 24 issue of the 'New York Times. This article is appended to my statement, and I request that it be included in the printed record of the hearings following my statement.

Just two weeks ago, the Commerce Department published figures reflecting the very real possibility of our Nation suffering a trade deficit for the first time since 1893. For the first half of 1971, the United States ended up with a \$373 million trade deficit. In June alone, imports exceeded exports by \$363 million.

These statistics simply prove what already has long been evident in the textile industry—American products are fast losing ground both in their home and foreign markets. Even more alarming is the fact that all indicators point to a magnification of our import problem. Unless we soon initiate a re-examination of our trade policy in the light of current world conditions, literally thousands of American jobs will continue to drift out to sea each month and the tragedy of Roanoke will be repeated and compounded many times throughout the Nation.

I do not mean to say that we have reached a disastrous point of no return for the American economy, for there are several remedies available to cure our economic ills. Most important is the establishment of a firm policy by the executive branch to end unfair trade practices by foreign manufacturers. We must have trade reciprocity. If necessary, the Congress must pass legislation to insure equity in world trade.

One final note. The "work ethic" runs extremely deep in the society and culture of our middle-aged and older citizens. These are the very persons who by their hard work and endurance lifted us out of the great economic depression of the 30's; who protected, defended and won the victory for us in World War I and World War II; who built our bridges, dug our tunnels, erected our skyscrapers and made possible the many benefits and luxuries younger Americans enjoy today.

They did this with their ability, their determination and their faith in our great Nation. These citizens still have these virtues, but they are inactive in a great number of persons age 45 and older because society has told them through such means as forced retirement that they are no longer of value. They are on the outside looking in and they need our help; but, more important, we need theirs.

I submit that we can no longer afford the luxury of continuing to neglect this rich resource of skill, talent and experience. We must put together a formula of job opportunities which couples the vigor and energy of youth with the experience and patience of age.

Your bill, Mr. Chairman, contains the essential ingredients for this formula. We must not—indeed, we cannot—afford to fail in this worthy cause.

(The article referred to follows.)

TWILIGHT OF A TEXTILE TOWN

(New York Times, March 28, 1971)

MILLS SHUT, 62 PERCENT OF JOBS ELIMINATED IN ALABAMA COMMUNITY.

(By Ray Jenkins)

ROANOKE, ALA.—While the United States and Japan debate the complex issues of trade quota agreements, this Alabama city of 5,000 is feeling the economic squeeze on the American textile industry in more dramatic and human terms.

Roanoke's second largest industry, the Rolane Manufacturing Company, will cease production of women's panty hose at the end of this month. A total of 440 workers will be out of jobs.

Rolane's closing comes only a few months after an even more devastating blow struck Roanoke, which is in east-central Alabama near the Georgia line. Last November, Handley Mills, Inc., which had been the town's leading industry for 70 years, went bankrupt and put 844 textile workers out of work.

One source estimated that 62 per cent of all jobs in Roanoke had been

eliminated by the double blow. And many of the Rolane workers were the wives of men who worked at Handley.

Handley and Rolane are among 50 textile plants in the South that have shut down since 1969 because of bad market conditions, higher prices, high interest, but, above all, competition from foreign textile producers. The Department of Labor has estimated that 27,200 Southern textile workers lost their jobs in 1970 alone.

"And a hundred more plants will close next year if something isn't done," a Handley executive predicted.

Clyde Hartley, manager of the local state employment service, predicts that when Rolane is shut down, the joblessness rate may go above 25 per cent here.

Clyde Pike, 56 years old, is typical of Roanoke's unemployed, except that his situation is complicated by illness. Mr. Pike went to work at Handley Mills in 1930 at the age of 16. At the time the mill closed he was a "stubber tender"—mill jargon for a worker who tends a machine in the yarn-making process.

Mr. Pike was paid according to his output, earning about \$18 a day. For almost two years he had worked seven days a week. "I didn't take off but four Sundays in 20 months," he said.

As did many of his fellow workers, he sought employment in a mill in a nearby textile town. But it was discovered that he was suffering from a hernia, and had to have surgery. As a result, he lost his \$50-a-week unemployment compensation because he was no longer available for work. His savings are now down to about \$100. He thinks his two sons—both of whom have moved from Roanoke—will help out if it becomes necessary.

As do many of his fellow employees, Mr. Pike lives in a small white frame house that was once owned by the mill. He bought the house in 1954 and since then he and his wife have added two rooms, working in their spare time.

Since 1920, financial control of Handley Mills has been in New York. Its last owner was Frank B. Cavanagh, who acquired the mill in the early nineteen-sixties and began to modernize its machinery and marketing policies.

In 1966 Mr. Cavanagh brought James R. Eichelberger to Handley as general manager. Mr. Eichelberger, whose parents had worked in the mill, went to Auburn University, where he earned a degree in textile engineering.

Mr. Cavanagh spent \$6.5 million over a six-year period upgrading the mill's antiquated machinery. At times the interest cost was as high as \$800,000 a year.

"We did real well in 1966 and 1967," Mr. Eichelberger said. "But we began to hurt in 1968. It was always a struggle to stay a jump ahead of the import competition. Then in 1969 the bottom sort of fell out. We took a real bath."

Last October the bank notified Handley Mills that no more money would be advanced. The corporation went into bankruptcy in New York, listing debts of \$8,440,188 and assets of \$4,996,328. Mr. Cavanagh, the company president, also filed personal bankruptcy, having put up some \$3.5 million of his own to guarantee the obligations of the mill.

As Prof. Cleveland L. Adams, head of the department of textile engineering at Auburn, sees it: "Our mill owners are trapped. If they don't modernize, they can't compete. If they do modernize, they can't bear the high interest rates of short-term loans."

Mr. Eichelberger said he felt Handley had "turned the corner" and was on its way back to prosperity when the closing came. "But I guess everybody just sort of lost faith." And he added a rueful footnote: "We were just getting ready to move the corporate headquarters down from New York. It would have been the first time in fifty years that control of the mill would have been in the hands of the people living in Roanoke."

The import situations is blamed for the closing of both plants. "Indian imports put us out of business," a Handley executive said. "There was one big mill in India putting out the same duck [a heavy cotton fabric similar to canvas] that we were making—the duck used in tennis shoes and sneakers. And it's beautiful duck, better even than we made. It's made with better cotton. Our Government gives them the cotton, by the way."

"I predicted nine months ago that Rolane would close," the Handley executive continued, "because I knew Germany was getting into the pantyhose production in a big way."

Recently Jonathan Logan Company announced it would open a plant in Roanoke to manufacture women's wear, but it will employ less than 300 and will not be in operation for another three months.

As the expiration of unemployment compensation in May approaches, anxiety is growing. "If I walk downtown to get a haircut, it takes me two hours to get back," said Roy Reeves, president of the City Bank of Roanoke. "Everybody's asking, 'What can we do? When will the mill reopen?' I tell them we're doing everything we can."

Almost every institution has felt the economic disaster. Church collections are down; savings accounts are rapidly being depleted; city revenues are short, and some businesses are closing.

Churches in neighboring towns have organized a "Samaritan Fund," which now stands at more than \$3,000, to handle emergencies among Roanoke's unemployed. Alabama has no general welfare assistance for such people. Moreover, Roanoke has no food stamp program, but does distribute surplus commodities.

Among the mill people one finds a calm, austere fortitude and a stubborn faith that the mill will somehow run again.

One such man is Lumos Looser, who spent his life in Handley Mills. He went to work there in 1918 at the age of 14. His pay was around \$9 a week for 60 hours, "and you never really did know when you were going to get paid," he said.

"Sometimes we had to go to the office two or three times a week to get our pay," he recalled. Mr. Looser was among those working at Handley when the mill closed for 13 months in 1920. Although his own future is now secure because he draws Social Security, he shares the faith that the mill will reopen soon. "I just don't believe the mill will be closed as long as it was in '20," he said. "I just got that feeling."

The Rev. Ralph Worley, whose Congregational Christian Church is made up of largely unemployed mill workers, thinks the experience "has drawn people closer together." He said: "In all this crisis the greater concern has been for the other person. It seemed like everybody was concerned about somebody else. Of course there has been anxiety, but there hasn't been any despondency. It caused people to become more spiritually minded.

"You know, it might not be a bad experience for the whole country. I don't mean a depression, mind you. But just a little reminder that we can become too dependent upon material things."

Senator RANDOLPH. Thank you very much, Judge McMurray. Judge, we are glad that both of the Senators elected you to give their testimony at this hearing. They, with Representative Nichols, are intensely interested in what we are doing here today and Senator Allen has talked with me at least a half dozen times about the visit that we are making here to this area and I can assure you that when I have the opportunity to talk with these three legislators, and others of your delegation, that I can make them perhaps even a little more familiar with problems here because of the testimony that has been developed this afternoon.

Thank you, Judge McMurray, very, very much.

Judge McMURRAY. Thank you. I appreciate being able to be here.

Senator RANDOLPH. Mr. Eaton, you are in the thick of this aging problem through the directorship of the Commission on Aging of Alabama.

Emmett, would you give us your testimony?

STATEMENT OF EMMETT W. EATON, EXECUTIVE DIRECTOR, ALABAMA COMMISSION ON AGING

Mr. EATON. Mr. Chairman, Senator Randolph, ladies and gentlemen. I am Emmett Eaton, executive secretary, Commission on Aging in the State of Alabama.

I would like to take this opportunity to express my gratitude. We are very grateful to Senator Randolph, who is supposed to be in recess

at this time, for coming to Alabama on a very hot, humid'day to hear this testimony and I am sure at this time that he feels as I feel and all or you feel, the concern and seriousness of the problems that confront this area.

Since most all of the facts concerning the problems of this area have already been presented I will abstain from this and give you a brief outline whereby the Commission on Aging may be able to help.

NO MAGIC WAND

We know we can't wave a magic wand and have this unemployment problem go away, so what can we do? At this time we are attempting to implement community programs to take up some of the slack and fill the gaps until the unemployment problem is relieved.

You may know the Commission on Aging is being funded by HEW for title III programs under the Older Americans Act. We have at this time six projects, statewide, and don't foresee any additional funds to initiate any new programs in the near future.

If we had title III funds of course we could come into Roanoke and Randolph County and certainly present a program here to give certain areas of relief.

We would like to mention at this time some of the services that we do provide. Of course, number one is information and referral service. We try to inform the older people of the benefits they may receive from all the different agencies and of course this is one of our main functions in the title III programs.

Of course, we try to have an adult education suitable for older people and may I say at this time, older people, we are not restricted on the age. It is not a 65 or older program. We try to work with older people in this area and it could go up or down regarding the situation.

We do have nutritional programs, counseling, to help people find solutions to their personal problems. We have outreach programs to reach people who need different types of service, and employment service which will help people plan, prepare, and find employment and provide foundation for future planning.

Mr. Chairman, just recently the Administration on Aging awarded, and I am sure you are aware of this, nine areawide projects nationwide and of these, we did receive two in our region, one of them was awarded in South Carolina and the other in Mississippi and of course these are areas that need help also.

We submitted an application for Madison County and four surrounding counties. Of course we did not receive awards on this application.

Now just last week in Atlanta at a regional conference, we were notified that sometime in the near future there would be from five to eight other areawide model projects to be awarded nationwide and possibly one other in our region. Since this time, we have been notified that the application from Georgia would be submitted to the Administration on Aging and in Washington for approval.

Now these areawide projects average—this is just an average—\$225,000 Federal funds and \$75,000 local matching funds, cash or in-kind contributions.

AREAWIDE PROJECT WOULD HELP

We think there may be a remote possibility that there could possibly be an areawide project initiated in the Roanoke-Randolph County and surrounding areas. We would certainly be happy and delighted to have one of those projects here and this committee, if this committee thinks this suggestion is worthwhile and so desires to submit this to the Administration on Aging for consideration for funding in Randolph County and surrounding areas, we would certainly be grateful.

Now, I will present to Senator Randolph my full written statement and at this time I would like to close in saying that this is the first time that I have given testimony to a Senate committee or hearing and I have certainly been happy and delighted to be here and I want to tell you at this time I can honestly say that problems exist here that I certainly didn't know existed and I am from the State of Alabama.

Thank you.

Senator RANDOLPH. Thank you, Emmett, you speak of a project that you would like to propose. We can be the channel at least in part through which that project could be initiated of course and then presented to the Federal authorities.

I would say to you that insofar as I can see at the present time we could be in the position of endorsing such a project. We can check that out to be very sure that we could do it but we will not only be the conduit to help it proceed and be heard but possibly we can help as you have indicated it is a project you believe has merit and we would like to work with you in this regard. Your full statement will be entered in the record at this point.

PREPARED STATEMENT OF EMMETT W. EATON

I am Emmett W. Eaton, Executive Director of the Alabama Commission on Aging. We are the state agency which is charged with the responsibility of improving the quality of life of older people. We are also the agency that administers Title III of the Older Americans Act of 1965 as amended. For this reason, I am here to speak on behalf of the people of this area who are experiencing serious economic problems which are complicated by their age.

In this county are some 17,653 citizens according to the 1970 U.S. Census. Because of the depressed economic conditions of this area, nearly 2,000 of the people of this county have left their homes to seek their livelihood elsewhere. This reduction of 9.4 percent of the total population is actually a reduction of people in the prime years of life who are more mobile, and able to seek their livelihood elsewhere. Those who have remained here are those people who have strong ties to the community or because of advancing years, they are unsuited for relocation.

The population breakdown of this county closely approximates that of the state and nation in which that at least 10 percent of the population are 65 years of age or older. Although we have no recent figures to substantiate this, we suspect that in this area, the percentage of the total population over age 65 is greater than 10 percent. We are also convinced from indications that there is also a rather high percentage of residents who are 55 years of age but not yet 65 years old. This illustration points out the prime problem faced by many people in the Randolph County area. The problem has simply stated that we have in this county and this area a large number of people who are too old to be readily assimilated in the labor market and too young to retire and be supported by public funds.

I am sure you will agree that something must be done about this pressing problem. We must work together to find the combination of solutions which

will restore the economic security and human dignity to the great number of people who are now in such desperate circumstances. We must find a way to restore the sources of income and sources of service and assistance that were terminated with the closing of this areas major industry.

As a solution to this problem, I am proposing that an area-wide model project on aging be established in this area which will (1) include in the program of services a system which not only serves those people 65 years of age or older, but those younger people who are experiencing difficulty and employer resistance because of their age. Now this group may go down as low as 40 years of age. (2) the provision of a quality information and referral service which will enable the people of this area to participate more effectively in the service delivery system now in existence but is either not well known to the residents of this community or for some other reason is failing to reach those people to which the service is aimed. (3) To establish a clearing house of services and expertise which have the potential of assisting the middle and older age groups of this area. (4) To establish a social service program staffed with people from this area who have specific knowledge of community traditions and resources. This corps of social service workers would assist the older people in the Randolph County and surrounding areas work out the personal problems that they have associated with their deprived status. This service will include such things as assisting people who find it necessary to relocate, do so with a minimum of mental, physical, and social upheavals. This corps of well trained personnel will be able to supplement the efforts of some of the agencies that are so overburdened at this time that they are unable to meet all the needs which would like to meet and which in reality must be met if the conditions are to be improved here. (5) Through the experiences of this area wide model project on aging, a concrete plan could be developed which will provide a basis for the establishment and implementation of services applicable to solving these vital problems.

I will not use this valuable time to go into further detail, but will point out the source of this assistance. At the present time there are now funds available for these area wide model projects on aging through the Older Americans Act of 1965 as amended. These projects usually are funded at a level beginning with 225,000 dollars per year from the U.S. Administration on Aging. Similar funding is also available through the Social and Rehabilitation Service, a sub-division of the Department of Health, Education, and Welfare. The funds available through the Social and Rehabilitation Service would be for a research and demonstration project which is aimed specifically at solving the problems which we have described here today.

Mr. Chairman, we have been allowed to participate in the resources of the Older Americans Act only since June 22, 1970, and we need all the encouragement we can get from powerful bodies such as the one you represent. With your encouragement, I am sure that a close look will be given to these problems and the solutions that we have outlined here and the agencies involved will be encouraged to help us to overcome these burdens.

We are all in agreement, I am sure, that success breeds success and if we can obtain for this area a project which will help older people and those not so old to overcome the problems that they are experiencing as a result of the depressed conditions here, an attitude of civic pride coupled with a feeling of confidence in the community and most important, life itself. We must restore the spirit of the people if we are to restore the confidence and this can be done best by a positive demonstration of forces mobilized exclusively to alleviate the problems the residents here find so burdensome.

This project if funded through the Alabama Commission on Aging would enable our small office of six professionals to establish a branch office here in this area which would lay the ground work for this important program of improvement. If established, this area wide model project or research and demonstration project could provide the means whereby a manpower development and training act local project could be implemented which would provide those people who need and are seeking employment the necessary skills and abilities which would attract new industry to this area which could replace the lost payrolls which are so vital to this area.

This project which I have described, would be an advocate agency for the older people and particularly older people who are already experiencing problems because they are not in the prime years of life. I have talked to the heads of other state departments, and they are in agreement with me that there must be some sort of an agency to act as a vehicle through which to provide the neces-

sary remedies of our problems. The Alabama Commission on Aging is offering to be that advocate agency which will work to mobilize community resources which can be coupled with governmental programs designed to relieve these critical problems, and to restore this community and the surrounding area to a competitive position in the nations economy.

There is one major obstacle to the solution which I have suggested which must be overcome before a program of this type can be implemented. This obstacle takes the form of dollars usually required for local matching to receive federal funds. Just now, I gave you the figure of \$225,000 as a minimum amount of a federal grant. On a one to three ratio, \$75,000 in local funds would be required to obtain \$225,000 federal dollars. I think it is quite obvious that \$75,000 cash is not available for this or any other purpose in the Randolph County area because of the depressed economic conditions. For this reason, it will be necessary to obtain a waiver or local matching from the granting agency or at least a considerable liberalization which would enable the grant to be matched with a very shallow distribution of in-kind services contributions. Without this liberalization of matching funds this county and area will be right back where it started, once again a victim of economic deprivation.

As a justification for this liberalization of local matching funds, I offer as an example the Retired Senior Volunteer Program known as RSVP which is funded through the new department recently set up called Action. Throughout the country there are several of these RSVP Programs which are funded in excess of \$40,000 which do not require any local matching whatever, but are grants covering the total cost of the project. This is being done because programs of this type could not be implemented if they required local matching.

In summation, I would like to emphasize that we are doing all we can do with our meager resources of \$153,070 statewide which has already been exhausted. We must have additional help through a special grant from the Administration on Aging or the Social and Rehabilitation Service. If we can gain the interest and cooperation of these two agencies, I am sure we can work out a program or project which will be satisfactory to their standards and which will meet the needs of the people of this area.

Let me express the appreciation of my staff, myself, the Governor, the people of Alabama for your interest in our problems.

Mr. EATON. Thank you.

Senator RANDOLPH. We started 5, 6, or 7 minutes late this afternoon and we are ending 5, 6 or 7 minutes early.

You have been sitting on some rather hard chairs during the afternoon and we are grateful for those persons who have come and have been participants with us. I hope many of you have your thoughts perhaps more, let's say, formalized so that you can send them to us in Washington as I indicated or any of you who have received these cards here at the Armory can present them to us in the process of 5 or 10 minutes as we leave.*

I want to thank all of the persons who testified. I don't want to just say what is perhaps easy to say and that is that this has been a good hearing, but I know it has been. I know the testimony has been of value and I can assure you that as these hearings proceed, during this recess particularly of the Congress, that the hearings here will obtain other valuable testimony. Where do we go next? I am not going, but where do we hold the next hearing?

We are going, ladies and gentlemen, to be in Wyoming and will be in Idaho, and tomorrow I will be in Miami. I can't stay in Miami, I am going to leave there tomorrow afternoon after the hearing of 3 or 4 hours is over. I won't have the pleasure of even being on the beach.

Thank you very much and the hearing is adjourned.

(Whereupon, at 3:19 p.m., the hearing was adjourned.)

*See Appendix 4, p. 126.

APPENDICES

Appendix 1

SUMMARY OF MAJOR PROVISIONS IN THE MIDDLE-AGED AND OLDER WORKERS EMPLOYMENT ACT (S. 1307) AND THE OLDER AMERICAN COMMUNITY SERVICE EMPLOYMENT ACT (S. 555) JULY 1971

Middle-Aged and Older Workers Employment Act

- Establishes a mid-career development services program in the Department of Labor to provide training, counseling and other supportive services to upgrade the work skills and capabilities of persons 45 and older.
- Authorizes the Secretary of Labor to recruit and train personnel to provide recruitment and placement services in communities where there is large scale unemployment among middle-aged and older workers of a plant close-down or other permanent large-scale reduction in the work force.
- Authorizes assistance, technical or financial, to non-profit volunteer agencies to assist such employment offices in securing part-time or temporary employment for older workers who desire such employment until a permanent job can be located.
- Provides for training of persons to train and retrain middle-aged and older workers in skills needed in the economy.
- Authorizes the Secretary of Labor to conduct a wide variety of research and demonstration programs for the purpose of maximizing employment opportunities for mature workers. For example, the Secretary would be directed to make a report on the means of eliminating the lack of coverage and other inadequacies in workmen's compensation and disability insurance programs, health insurance, and pension plans—particularly as they affect adversely the employment of persons 45 and older.
- Authorizes the Comptroller General to undertake a study to help increase job opportunities in the executive branch for older persons through part-time employment and job redesign.
- Authorization of funding: \$140 million for fiscal year 1972 and \$210 million for fiscal year 1973.

Older American Community Service Employment Act

- Would authorize the Secretary of Labor to enter into agreements with non-profit private organizations and State or local governments to pay up to 90 percent of the cost of community service employment projects for low-income persons 55 and older who have or would have difficulty in locating employment. Full funding would be authorized in economically depressed areas.
- Would authorize the Secretary to consult with State and local governmental units with regard to: (1) localities where community service projects are most needed; (2) consideration of the employment situation and the types of skills possessed by eligible individuals; and (3) the number and percentage of eligible individuals in the local population.
- Would authorize the Secretary to encourage agencies administering community service projects which would be eligible for funding under this Act to coordinate their activities with agencies conducting existing programs of a related nature under the Economic Opportunity Act.
- Would require the Secretary to establish criteria designed to achieve equitable distribution of assistance among the States and between urban and rural areas.
- Authorization of funding: \$35 million for fiscal year 1972 and \$60 million for fiscal year 1973.

Appendix 2

ITEM 1. SOME KEY FACTS ON UNEMPLOYMENT AMONG MIDDLE-AGED AND OLDER WORKERS (AGED 45 OR OLDER)

(Prepared by the Staff, U.S. Senate Special Committee on Aging, June 1971)

Unemployment (Seasonally Adjusted): 1,020,000 in July 1971—up 71 percent from the January 1969 level of 596,000.

Long-Term Joblessness (15 weeks or longer): 353,000 in July 1971, up about 207 percent from the January 1969 figure of 115,000. Approximately one out of every three unemployed persons 45 and older—in contrast to one in four for younger individuals—has been looking for work for 15 weeks or longer.

Unemployment 27 Weeks or Longer: 223,000 in July 1971, up 365 percent from the January 1969 level of 48,000.

Average Duration of Unemployment: Unemployed persons 45 and older—17 weeks. All other unemployed persons—10.3 weeks.

Representation in Work and Training Programs: In fiscal year 1970, persons 45 and older accounted for 4 percent of all enrollees in manpower and training programs. Yet, according to the most recent data, persons 45 and older constitute about 22 percent of the total unemployment (seasonally adjusted) in the United States; they comprise about 30 percent of persons unemployed for 15 weeks or longer; they account for 37 percent of all individuals looking for work for 27 weeks or longer; and they represent 37 percent of our civilian labor force.

ENROLLEES IN MANPOWER PROGRAMS, BY AGE GROUP FISCAL YEAR 1970

(Amounts in thousands)

Program	Total	First time enrollments			
		Under age 22		Age 45 and over	
		Percent	Number	Percent	Number
Total, all programs.....	1,051.4	68	716.8	4	46.3
Manpower Development and Training Act:					
Institutional.....	130.0	37	48.1	9	11.7
OJT.....	91.0	35	31.9	11	10.0
Job opportunities in the business section.....	86.8	47	40.8	4	3.5
Concentrated employment program.....	110.1	41	45.1	8	8.8
Work incentive program.....	92.7	23	21.3	6	5.6
Operation mainstream.....	12.5	4	5.0	51	6.4
New Careers.....	3.6	21	.8	7	.3
Youth programs:					
Neighborhood Youth Corps:					
In-school.....	74.4	100	74.4	-----	-----
Out-of-school.....	46.2	98	45.3	-----	-----
Summer.....	361.5	100	361.5	-----	-----
Job Corps.....	42.6	100	42.6	-----	-----

The "Drop-Outs": From 1960 to 1970, the number of men aged 45 to 64 who withdrew from the labor force increased from 1.4 million to 2.1 million, for a 50 percent jump. If current labor force participation trends continue, one out of every six males in the 55 to 59 age category will no longer be in the work force by the time he reaches his 64th birthday. Ten years ago, this ratio was only one out of eight. And the one-in-eight is only for the short run. Unless major policy changes are made, that rate will accelerate during this decade.

Poverty (1970): Persons 45 and older—8.5 million (Unchanged since 1969). Poverty for all age groups—25.5 million. Individuals 45 and older represent about 30 percent of our total population, but account for 33 percent of the poverty population.

Mainstream Programs: (Participation primarily by individuals 55 and older).

Sponsor	Enrollees	Funding
National Council of Senior Citizens.....	1, 148	\$3, 445, 912
National Council on the Aging.....	572	1, 350, 000
National Retired Teachers' Association-American Association of Retired Persons.....	353	739, 011
National Farmers Union.....	2, 680	6, 960, 160
Virginia State.....	125	160, 947
Total Action Against Poverty in Roanoke Valley.....	70	300, 000

ITEM 2. SOME KEY FACTS ABOUT ROANOKE

UNEMPLOYMENT RATE

Randolph County :	Percent
May 1970.....	3.6
May 1971.....	17.4
July 1970.....	4.2
July 1971.....	17.1

UNEMPLOYMENT LEVEL

1050 unemployed in July 1971.
Approximately 300 are aged 45 or older.

DURATION OF UNEMPLOYMENT

Average duration.....	15 weeks
Unemployed 15 weeks and over.....	700 (est.)
Unemployed 27 weeks and over.....	275-300 (est.)

More than 50 percent of all unemployed individuals unemployed for 15 weeks or longer are 40 and older.

POPULATION CHARACTERISTICS

Randolph County population.....	18,331
45 and older population.....	6,742
Total civilian work force.....	6,320

UNEMPLOYMENT COMPENSATION

Unemployment compensation payments—\$913,000 (November 1970 to July 1971).

MILL CLOSINGS

Handley (November 1970).....	844 employees
Rolane (March 1970).....	440 employees

IMPACT OF MILL CLOSINGS

Lost at least \$125,000 in weekly wages.

Appendix 3

LETTERS SUBMITTED BY INDIVIDUALS AND ORGANIZATIONS

Subsequent to the hearing, the chairman wrote the following letter:

August 19, 1971.

Mr. JOSEPH BIRD,
President, Hosiery Division, Kayser-Roth Hosiery Company, P.O. Box 820,
Burlington, N.C.

DEAR MR. BIRD: During our hearing on "Unemployment Among Older Workers" in Roanoke, Alabama, last week, the testimony of witnesses indicated that imports had a bearing on the unemployment situation in Roanoke and other Southern cities. However, the witness did not present concrete facts on this matter. We would like, for the record, documentation of the extent of the impact of imported goods on the unemployment situation as this affects textile workers.

Would you please provide us with figures that support your assessment of the extent of the problem. If you cannot get "hard" data, would you submit estimates together with your reasoning behind the estimates. It would be helpful to have both local and national figures, if possible.

We would greatly appreciate your reply for the record by September 15.

Sincerely,

JENNINGS RANDOLPH,
Chairman, Subcommittee on
Employment and Retirement Incomes.

The following reply was received:

KAYSER-ROTH CORPORATION,
New, York, N.Y. August 30, 1971.

DEAR SENATOR RANDOLPH: This letter is in response to your letter dated August 19, 1971 addressed to Mr. Joseph J. Bird, President of the Hosiery Division of Kayser-Roth Hosiery Company.

It is our belief that imports were in an amount equal to 10% of panty hose production in the United States.

Obviously, this had to affect market conditions. It is our position that this excess merchandise appearing on the market was directly responsible for the decision which manufacturers made in shutting down production facilities in the United States to avoid a further glut of merchandise on the market.

As an illustration of the foregoing, enclosed is a copy of the "Action-Gram" distributed by the National Association of Hosiery Manufacturers.*

While imports from Germany showed a sharp decline, it is important to note that a major German panty hose manufacturer established plants in Puerto Rico and is now manufacturing and shipping from Puerto Rico to the domestic United States. Best estimates of figures of their operations in Puerto Rico indicate maximum production of 175,000 dozens per week or approximately 8½ million dozens per year. In our opinion this must be considered part of the import problem because the net effect is to provide merchandise at substantially reduced prices making it more difficult for American manufacturers to compete.

We understand, without confirmation, that the yarns used by the German operations in Puerto Rico are brought in at substantially lower cost than yarns which can be purchased from United States manufacturers, further complicating the price structure.

We trust that this is the information which you requested.

Sincerely yours,

HAROLD L. GLASSER,
Vice President.

[Enclosure]

*See p. 123.

U.S. FOREIGN TRADE IN HOSIERY

January-May 1971

Imports of pantyhose in May 1971 amounted to 194,000 dozens, down 62% from the April 1971 level of 514,000 dozens and well below the May 1970 total of 579,000 dozens. During the first five months of 1971 pantyhose imports came to 2,256,000 dozens, down 35% from the same 1970 period. In dollar value pantyhose imports were down 33% to \$7,243,000 from the January-May 1970 total of \$10,865,000. The ratio of pantyhose imports to domestic production and shipments has declined thus far during 1971. During most of 1970 pantyhose imports were running about 10% of production and shipments. For January-May 1971 imports were equal to 8.0% of domestic production and 8.2% of domestic shipments of pantyhose.

Three countries have increased their pantyhose shipments to the U.S. thus far during 1971—Israel, Brazil and Hong Kong. Imports from Israel have increased faster in units, up 84%, than in value, up 46%. The average price per dozen from Israel declined from \$1.36 in January-May 1970 to \$3.45 in January-May 1971, a 91¢ per dozen decline in price. Data on imports from West Germany thus far this year do not appear to be correct. The value per dozen is far too low, and NAHM has requested an investigation of these data to determine if any errors have been made in reporting. We hope to correct this soon. (See Table 2.)

Imports of hosiery except pantyhose amounted to 304,000 dozens during January-May 1971, down 22%. In dollar value these imports are down 32%. Cotton hosiery imports have increased 32% in dozens and 21% in value. Both wool and man-made fiber hosiery imports are below their respective January-May 1970 total in dozens and value. (See Table 3.)

Hosiery exports are down from last year's comparable levels in most areas. Only exports of hosiery other than women's full- or knee-length show an increase, and most of the increase is centered in the 374% growth in unit shipments to West Germany. The value increased 216%. Half of the total shipments, 762,000 of 1,523,000 dozens, went to West Germany during the first five months of this year. Full-length women's man-made fiber hosiery exports declined 67% in dozens and 56% in value during January-May 1971. Exports of cotton and wool hosiery have also declined from their respective 1970 totals.

(See Table 4.)

TABLE 1
U.S. IMPORTS AND EXPORTS OF COTTON, WOOL, AND MAN-MADE FIBER HOSIERY

(In one thousands of dozens and dollars)

	Calendar 1970		Jan.-May 1970		Jan.-May 1971		Percent change	
	Dozen	Dollars	Dozen	Dollars	Dozen	Dollars	Dozens	Dollars
Imports:								
Cotton hosiery.....	10	87	3	34	5	41	+32	+21
Wool hosiery.....	219	1,377	63	472	58	322	-8	-32
MMF hosiery.....	783	1,496	323	641	242	412	-25	-36
Total hosiery imports (other than pantyhose)....	1,012	2,960	390	1,147	304	775	-22	-32
Total pantyhose.....	7,759	25,654	3,450	10,865	2,256	7,243	-35	-33
Total hosiery imports (including pantyhose)....	8,771	28,614	3,840	12,012	2,560	8,018	-33	-33
Exports:								
Women's full- and knee-length MMF hosiery.....	384	2,862	201	1,254	67	556	-67	-56
Hosiery (ex. full- and knee-length):								
Cotton hosiery.....	278	1,317	108	493	88	364	-19	-26
Wool hosiery.....	10	47	7	27	4	18	-39	-36
MMS hosiery.....	440	3,000	196	1,326	302	1,523	+54	+15
Total hosiery exports.....	1,112	7,226	512	3,100	461	2,461	-10	-21

TABLE 2
U.S. GENERAL IMPORTS OF PANTYHOSE

(In thousands of dozens and dollars)

	Calendar 1970		Jan.-May 1970		Jan.-May 1971		Percent Change	
	Dozen	Dollars	Dozen	Dollars	Dozen	Dollars	Dozens	Dollars
Pantyhose Imports								
West Germany.....	3,665	9,103	2,031.4	4,918	165.4	*173	-92	-96
Israel.....	2,597	10,615	884.0	3,856	1,626.7	5,614	+84	+46
Total West Germany and Israel.....	6,262	19,718	2,915.4	8,774	1,792.1	5,787	-39	-34
France.....	491	2,006	148.8	603	30.6	91	-79	-85
Canada.....	237	1,088	102.5	484	26.2	103	-74	-79
Brazil.....	213	709	0	0	267.8	828		
Italy.....	95	412	41.4	203	1.5	10	-96	-95
Japan.....	83	299	35.7	132	11.4	53	-68	-60
Philippines.....	100	255	63.0	163	61.1	150	-3	-8
Hong Kong.....	64	216	15.2	42	50.4	130	+232	+210
Spain.....	46	211	27.3	156	1.0	6	-96	-96
All other countries.....	168	740	100.6	308	13.8	85	-86	-72
Total all countries.....	7,759	25,654	3,449.9	10,865	2,255.9	7,243	-35	-33

*The value per dozen is not correct. There is an error in the data, and NAHM has requested an investigation of this information. In the next several months it is hoped that these data will be revised.

—Less than 500 dozen.

Jan. to Feb. 1971 U.S. production of pantyhose..... 28,195

Jan. to Feb. 1971 U.S. shipments of pantyhose..... 27,352

Imports to production..... 8.0%

Imports to shipments..... 8.2%

TABLE 3

U.S. GENERAL IMPORTS OF COTTON, WOOL, AND MAN-MADE FIBER HOSIERY BY SELECTED COUNTRIES (EXCEPT PANTYHOSE)

(In thousands of dozens and dollars)

	Calendar 1970		Jan.-May 1970		Jan.-May 1971		Percent change	
	Dozen	Dollars	Dozen	Dollars	Dozen	Dollars	Dozens	Dollars
Cotton hosiery imports:								
France.....	2.2	31	1.0	15	.4	6	-60	-60
Spain.....	6.3	43	1.8	13	1.7	14	-6	+8
Total above.....	8.5	74	2.8	28	2.1	20	-25	-29
Total all countries.....	10.2	87	3.4	34	4.5	41	+32	+31
Wool hosiery imports:								
Norway.....	26.9	76	1.9	17	13.9	35	+632	+106
United Kingdom.....	173.1	1,173	59.7	431	35.0	247	-41	-43
West Germany.....	8.5	25	.4	6	7.6	19	*	+21
Total above.....	208.5	1,274	62.0	454	56.5	301	-9	-34
Total all countries.....	218.6	1,377	63.3	472	58.0	322	-8	-32
Man-made fiber hosiery imports:								
Columbia.....	44.9	95	16.9	34	4.7	10	-72	-71
France.....	15.0	178	8.3	95	6.0	52	-28	-45
Hong Kong.....	220.9	183	68.7	68	93.8	88	+37	+29
Japan.....	62.3	86	30.9	33	3.7	7	-88	-79
Korea.....	251.1	389	131.0	202	83.4	102	-36	-50
Spain.....	34.3	148	15.2	67	10.5	41	-31	-39
Taiwan.....	15.1	25	3.3	7	8.5	17	+158	+143
United Kingdom.....	13.7	99	4.0	34	4.3	37	+8	+9
Total above.....	657.3	1,203	278.3	540	214.9	354	-23	-34
Total all countries.....	783.3	1,496	322.9	641	241.6	412	-25	-36
Total cotton, wool, and man-made fiber hosiery imports.....	1,012.1	2,960	389.6	1,147	304.1	775	-22	-32

*Over 1,000%.

TABLE 4

U.S. EXPORTS OF COTTON WOOL AND MAN-MADE FIBER HOSIERY BY SELECTED COUNTRIES

[in thousands of dozens and dollars]

	Calendar 1970		Jan.-May 1970		Jan.-May 1971		Percent change	
	Dozen	Dollars	Dozen	Dollars	Dozen	Dollars	Dozens	Dollars
Exports of women's full- and knee-length hosiery								
of nylon:								
Canada.....	21.3	173	13.2	107	9.8	48	-26	-55
France.....	6.3	63	2.7	29	2.7	18	0	-38
Italy.....	19.6	261	6.6	73	4.4	47	-33	-36
Netherlands.....	34.0	313	11.2	109	9.6	73	-14	-33
Panama.....	42.9	225	34.0	169	2.3	27	-93	-84
West Germany.....	84.4	463	66.8	202	7.2	119	-89	-41
Total above.....	208.5	1,498	134.5	689	36.0	332	-73	-52
Total all countries.....	349.5	2,650	189.1	1,189	61.8	520	-67	-56
Of other man-made fiber								
Total—all countries.....	34.2	212	12.4	65	5.6	36	-55	-45
Total women's full- and knee-length man-made fiber hosiery exports.....	383.7	2,862	201.5	1,254	67.4	556	-67	-56
Exports of hosiery (except women's full- and knee-length hosiery)								
Total cotton hosiery.....	278.4	1,317	107.7	493	87.5	364	-19	-26
Total wool hosiery.....	10.1	47	7.0	27	4.3	18	-39	-33
Man-made fiber hosiery:								
France.....	9.7	136	9.3	133	1.3	9	-86	-93
Hong Kong.....	25.9	240	10.9	105	14.1	128	+23	+22
Japan.....	32.5	297	3.8	29	2.6	24	-32	-17
Panama.....	29.6	201	19.1	130	9.5	54	-50	-58
Sweden.....	33.3	208	23.5	128	5.5	33	-77	-74
West Germany.....	72.7	539	37.3	241	176.8	762	+374	+216
Total above.....	203.6	1,621	103.9	766	209.8	1,010	+102	+32
Total all countries.....	440.0	3,000	195.6	1,326	301.9	1,523	+54	+15
Total other hosiery exports.....	728.5	4,364	310.3	1,846	393.7	1,905	+27	+3
Total exports of cotton, wool and man-made fiber hosiery.....	1,112.2	7,226	511.8	3,100	461.1	2,461	-10	-21

Appendix 4

STATEMENTS SUBMITTED BY THE HEARING AUDIENCE

During the course of the hearing a form was made available by the chairman to those attending who wished to make suggestions and recommendations but were unable to testify because of time limitations. The form read as follows:

If there had been time for everyone to speak at the hearing on "Unemployment Among Older Workers" in Roanoke, Alabama, on August 11, 1971, I would have said:

The following replies were received:

Laura Allen, Roanoke, Alabama

Women should retire at age 60 with full benefits.

Michael T. Bass, Anniston, Alabama

The first and most immediate problem from plant closings in Randolph County, Alabama, are those people who are cast into the throes of unemployment. Intermediate action by the Federal, state, and local governments is needed. Since many of these people have lived most of their lives in Randolph County and the security most of them know exists from living in familiar surroundings, it is important that such intermediate solutions be accomplished within Randolph County.

The United States Congress has already taken significant steps toward help for these people with the passage of and appropriation for the Emergency Employment Act (P.L. 92-54). Section Six (6) of this act provides for financial aid to cities and counties; however, to aid Randolph County the administrative guidelines should be so structured as to bypass the various red-tape processes which consume time by directly funding Randolph to give public service employment to many of the unemployed. This direct funding would quickly boost the Randolph County businesses and, in turn, the entire economy. Also, because so many of the people have children to support in public schools and colleges, have heavy consumer loan obligations, have housing payments on a monthly basis, have hungry mouths to feed, have health problems, and have numerous obligations which require the benefit of employment money, special intermediate actions need to be taken for these people.

Perhaps the Federal Government should go further in its efforts to provide relief for rural counties like Randolph. This subcommittee should consider a policy whereby food stamps or commodities are available for those desperately hungry; non-interest bearing, delayed repayment loans to cover for up to two years those payments on houses, refrigerators, cars and other consumer items which require constant payment.

Further, for those of us who are fortunate enough to have steady employment, let us not forget the imprint the loss of employment can have on older, experienced workers. "Loss of face" can accompany loss of income. To alleviate this humiliation, several things might be necessary. First, there could be a strict enforcement of Federal equal employment laws to prevent discrimination because of age. Next, in the process of finding new employment for these adults, special retraining efforts and special State and Federal efforts to match up the unemployed with the shortage of talent in other areas is needed.

Briefly, on a long term basis, the Federal and state governments must keep their ears open through adequate planning to anticipate the phasing out of industry and manufacturing. Already, in counties near Randolph County we have industries which in the next five years face plant closings or drastic cutback in employment. Federal planning must anticipate these situations.

The Federal Government, along with State governments in a cooperative system such as the Appalachia Regional Commission should set up diversified industry and manufacturing incentives for Randolph County. A system whereby these industries employed a minimum of 200 people each, diversified in their production, and attuned to modern production methods could prevent such closings as we have previously experienced.

Most of all, let us remember the people who are affected and their problems.

IVA BROOKE, ROANOKE, ALABAMA

That retirement age be lowered to give jobs to younger people.

LELA A. CALDWELL, ROANOKE, ALABAMA

If the retirement age is lowered, it would give more jobs for the younger people. I feel that women should get full benefits at age 60. Men at age 62.

MARGARET GALLOWAY, ROANOKE, ALABAMA

Retirement age should be lowered.

MRS. VESTULA S. MARLOW, ROANOKE, ALABAMA

We need work for older workers. I worked at Handley Mill. When I worked there we tried to make good cloth where it would sell. But the managers would not let us make it right. The young ones would leave work when they wanted to and stayed as long as they wanted to. They made cloth I would not have bought myself, but they got by with their work. But we aged ones that retired would of worked if they would of let us. I need to work to help pay these high bills. I am a widow have always worked and would now, if I could get work that I could do. I have taken care of my mother to the age of 80 years and also worked and cared for my husband after he wasn't able to work. So it was very little money I could save. Working at \$1.64 and \$1.80 an hour. I had rather work than to have the hand out they have. To prove I will do all I can to care for myself I have been making ladies bags selling for \$8.00 each but it takes two hard days to make one after everything is paid. I get \$1.69 for my two days work. We older people will work if we could get work and we need it for our bills are just as high as the ones that make good money. We aged need something to work at to help us have what we need in our aging days here I think.

MARY PARNETT, TALLADEGA, ALABAMA

Lower the retirement age and provide more jobs for younger people and try to educate our fellow Americans to not buy imported articles of any kind as it puts our people out of work.

MRS. GRACE PHILPOTT, ROANOKE, ALABAMA

I am a widow woman, 57 years old. I live alone and can't find a job. I am able to work, and I want to.

I have been to places and put in applications with younger women. They hired them; guess they thought I was too old.

It's sure hard when you have no means of support and no one to look to.

Thank you.

MRS. MARY F. ROYSTON, FIVE POINTS, ALABAMA

Taking my position, for example: I am a healthy, retired school teacher, a widow in the 60's with no family obligations at present, desiring part-time work two or three days per week. I found a setup like this: worked for a year and a half for 75 cents per hour at a clothing store in Roanoke, Alabama. We recorded our sales each day, and as a rule, I sold double any saleslady in total sales—altered clothing purchased which needed alteration and tutored a first grade child for an hour—sometimes more. Having to drive six miles to my work, I just didn't make expenses. Sales some days amounted to \$600-\$800 for the store. There were four of us—including the manager. Hard to make expenses. "Would like to know—could the wage-hour law be improved to accommodate people in my category?"

Thank you.

MRS. THEODORE SHUMPERT, ROANOKE, ALABAMA

It is frustrating for anyone to desire employment and cannot secure it. However, I am very concerned about the employment possibilities for the "45 and older." I have observed many *younger* people who are able to work and are seeking handouts instead of work, while older persons are rejected because of their age. Could there be increased concentration on surveys made concerning who is to receive welfare? This survey could cause much of our tax money to be channelled in more profitable areas to possibly help assist older people in some way. I feel that everyone who is employable should be provided jobs as much as possible. Let me emphasize young people who are employable should be *required* to work.

DORIS P. TAYLOR, ROANOKE, ALABAMA

Retirement age should be lowered.

VELMA TERRY, ROANOKE, ALABAMA

If a training program is provided for the people falling in the elderly group, I believe with the sincerity they exhibit in their work, they will be able to produce as any other person.

Inform all merchants to purchase U.S. made products and this will stop foreign imports and strengthen our own sales of products.

Train some to religiously educate our people as well as material things. Put God *first*.

EVIE F. WADE, ROANOKE, ALABAMA

Our livelihood has been from textile work, here at Handley Mills most of our lives. My husband retired at the age of 62. I, the wife worked until the closing of the mill. My age is 56. Cannot get work. Just figure, how two can live on about one hundred a month. After paying utility bills for 4 or 5 weeks. What's left for food, clothing, doctor and medicine which we do have to use.

I am able to work. Will work, can work. I am not asking for a handout, but am pleading for a suitable job to earn the money for our living. I know this letter is late. I thought one wouldn't matter, but on second thought, I would show that I was *really* concerned about being *jobless*!