

Experience, Know-How Assets Of Older Workers, Studies Show

Even though a person over 45 years of age may not have the physical capability of a younger person, he can nevertheless outproduce him on a job because of his added experience and know-how, a contention backed up by factual studies, according to Ray A. Ziegler, director of the state bureau of labor, Portland.

Ziegler spoke at the Medford city hall yesterday to a group of persons interested in a law, commonly known as the "senior worker law," which was passed by the 1959 Oregon legislature and went into effect last August.

The law makes it an illegal labor practice for an employer of more than six persons to discriminate in employment between persons on the basis of age who fall within the age category of 45 to 64.

It is the state of Oregon's official policy that to tell a man he is no longer employable, simply because he has reached a certain age, is unfair, Ziegler pointed out.

Physical Factor
Employers are still allowed to use physical capabilities as a factor in employment if they are necessary to the specific job for which a person is being hired, according to the law.

But automation has reduced the need for physical ability, he said, and in fact, such ability is now required in only 14 per cent of all jobs available in this country.

Biological Age
Although the Oregon law still relates to a definite age scale, Ziegler said, he believes that the time will come when chronological age will no longer be a determining factor in employment and it will be the biological age of the individual instead.

To graphically prove his contention that experience more than makes up for any lack in physical prowess, Ziegler pointed out a personal experience in his military career. While he was in the service, he said, he saw young recruits knock themselves out digging a foxhole, while experienced veterans above 45 years of age could dig the

same foxhole with relative ease, simply because they had done it before and knew how to do it the easiest and most efficient way possible.

This same type of example can be found many times over in all kinds of work, he said.

Often Do Better
Older persons often do better because they know their capacity for work and gear themselves accordingly, where often young persons will work in spurts with rest periods in between because they have not properly geared themselves to a job, he explained.

He said that from 1950 to 1959, according to recent studies, 60 per cent of industry restricted employment of men to those below 40 years of age and women to below 35.

This would have been realistic in 1890 and 1910, he said, when the average life expectancy was only 35 and 46 respectively, but in 1959 when the life span increased to 73 years of age the employer was refusing employment to persons who had nearly half their lives yet to live. This was unrealistic, he added.

Even in 1890, over 70 per cent of all persons over 65 were employed, he said, whereas in 1959 less than 35 per cent were.

Not only does the employer deprive the individual of an opportunity to work, but he also deprives himself of approximately one-third of an individual's productive capacity, when he stops hiring at 40 years of age.

Pass Laws
In recognition of this problem, 10 states have passed laws, including New York, Pennsylvania, Rhode Island, Massachusetts and Oregon, which make it illegal to discriminate among potential employees on the basis of age.

He noted that the law is a special necessity in Oregon because the state ranks fourth among those having the largest ratio of older persons to total population.

A false notion that many employers have is that older persons are a greater safety risk than younger persons. One way to point out the fallacy of this notion, he said, is to look at automobile insurance rates, which are highest among drivers up to the age of 25 and much lower in all succeeding age groups, when other factors remain the same.

An industrial study showed, he said, that the peak age for accidents is from ages 20 to 24 where the accident rate is 2½ times as high as the 40 to 44 age group, four times as high as the 50 to 54 age group and nine times as high as the 60 to 64 age group.

Safety Records
A recent study of 3,000 firms showed that 90 per cent of their employees over the age of 40 are equal, or superior to, younger workers in respect to safety records, he said.

The job attendance ratio is even higher than that, he pointed out.

Another contention among those misinformed on the employment of older persons is that they are more inflexible than younger persons and less able to learn new jobs and new techniques. However, Ziegler, who is above 40 himself and just recently graduated from college, made a study of the older persons attending the college he attended, and found, he said, that

those students above 45 were almost all "A" students.

The older students were not above average in intelligence, but did so well because they were not starting out from scratch with a book. They had already had a practical education which helped them tremendously in their formal education, he said.

This example too can be applied to a senior worker who is trying to learn a new job.

Another advantage of employing older persons is that their rate of turnover is lower.

Persons seeking employment who are over 40 have already settled down and do not change jobs nearly as often as a younger person does.

The lower turnover is beneficial to employers because it means he will not have to be training new personnel nearly as frequently.

It is more economical for the senior worker to be employed, too, in the light of pension plans and social security benefits, because he is working for his keep rather than having it handed to him by the government or his former employer.

No Advantages
The new law does not seek to give the senior worker any special advantages, but merely assures him of his right to compete for employment with other age groups, Ziegler explained.

A person can legally be required by an employer to state his age on an application for informational purposes only, but that can not be used as a factor in his being hired or not.

Further information on this law can be obtained by writing the Oregon state bureau of labor, 1216 South West Hall st., Portland.

A person who thinks he has been discriminated against because of age may file a written and notarized complaint with the bureau of labor and it will be investigated and acted upon, Ziegler said.

BLOOD CONTENT
Baltimore—The body of an average adult person contains about one gallon or more of blood, measured by volume.

Court Records

MUNICIPAL COURT
Ardis Neal Warren, disobeyed traffic signal, \$10.
Della Spray Mann, failure to yield right of way, \$25.
James Frank Conner, disobeyed red light, \$10.
John William Fisher, violation of basic rule, \$10.
Robert Edward Walker, improper left turn, \$5.
Gerald William Note, disobeyed traffic signal, \$10.
Peter August Formuzia, violation of basic rule, \$10.
Kenneth Wayne Cearley, failure to stop before entering public highway, \$5.
Edwin Jackson Fontaine, expired operator's license, \$5.
General Wesley Graham, inadequate equipment, \$5.
Gerald Newman Barnes, improper left turn, \$5.
Roy Vernon French, disobeyed traffic sign, \$5.
Pauline Elizabeth Bornamahn, disobeyed traffic signal, \$10.
Curtis Dailley Shumate, violation of basic rule, \$10.
Kenneth Neil Owen, excessive noise, \$5.
Carlton Bates Vick, violation of basic rule, \$10.
Jerry Jordan, violation of basic rule, \$10.
Ben M. Garahan, violation of basic rule, \$10.
Jack James Gillaspie, disobeyed traffic signal, \$10.
Donna Lee Regan, no operator's license in possession, \$10.
Robert Blackford Duncan, violation of basic rule, \$10.
Edward Clair Fogal, no vehicle registration plates displayed, \$5.
Donald Lynn Brennan, improper left turn, \$5.
Billy Melvin Morris, no vehicle registration plates displayed, \$5.
Bruce Rodney Long, inadequate equipment, \$5.
Larry Brent Boswick, disobeyed traffic signal, \$10.
Thomas Oral Satterfield, obstructed vision, \$5.
Levi Gerald Monroe, disobeyed stop sign, \$5.
David Frank Harlley, violation of basic rule, \$10.
Virginia Eloise Cohen, displayed expired license, \$5.
Rae Hazel Bosworth, violation of basic rule, \$10.
Donald Lee Neuhaus, disobeyed traffic signal, \$10.
Fred Campbell, violation of basic rule, \$10.
Robert Vernon Jones, violation of basic rule, \$10.
William Robert Angestat, wrong way on one-way street, \$10.
William Harry McKinley, improper lane usage, \$5.
Clayton Charles Dickerson, improper left turn, \$5.
Glenn E. Wilford, following too close, accident, \$25.
Luelle Edith Kennedy, disobeyed traffic signal, \$10.
Leroy Beckley Bowman, failure to use truck route, \$10.
Donald Lee Cates, violation of basic rule, \$10.
Juanita Lehman, no vehicle registration plates displayed, \$5.
Patricia Ann Christian, disobeyed traffic signal, \$10.
Janice Mae Coghill, violation of basic rule, \$10.
Rudolph Emil Kunkel, disobeyed traffic sign, \$10.
Lora Rudrey Baldwin, disobeyed traffic sign, \$10.
Jimmie Mack White, no Oregon driver's license, \$10.
Gary Gene Settel, violation of basic rule, \$10.

Horse Killed in Highway Mishap

A horse-car collision resulted in heavy damage to the car and the horse's death yesterday on the Crater Lake highway, state police said.

A horse owned by Walter Wood, of the Eagle Point area, apparently wandered across the highway near Eagle Point and a car driven by Gregory W. Baxter, 23, of 1556 Kenyon st., Medford, struck the animal, state police said. No injuries resulted to the driver or his passenger.

Another one-car accident occurred about 9:30 p.m. yesterday when a car driven by Ellis Lee Maddox, 49, of Los Angeles, Calif., hit a guardrail on Highway 99 near Rogue River, state police said.

Maddox told police he took his eyes off the road for a minute to look for a coffee shop when his car veered toward the right of the highway and knocked down six feet of guardrail.



TO SPEAK—Philip Conkle (above) San Francisco, regional representative of William Street Sales, Inc., will speak to the securities and accounting course at Hedrick Junior High school at 7:30 o'clock tonight. His topic will be "The Outlook for business and common stocks in 1960."

'Mystery' Satellite Believed American

Washington—UPI—The "mystery satellite" circling the earth in a polar orbit apparently is an American-launched object and not any Soviet spying device after all.

Faulty readings of delicate radar tapes were blamed today for previous suspicions that the voiceless satellite was of Russian origin, possibly a "seeing eye" to spy on this country.

The Defense Department said Tuesday the object, first reported two weeks ago, "most probably" is the ejection capsule from America's Discoverer V satellite launched last Aug. 13.

The capsule was designed for recovery, and was ejected from the rocket, but never reentered the atmosphere.

Largest error in the radar readings was the initial Feb. 10 statement that the mystery object was about 19 feet long. It actually is only three by two feet, the size of the Discoverer capsule.

BATHTUB BOAT

London—UPI—Robin Holloway, 20, completed an 18-hour voyage down Thames river Tuesday from Reading to London. His "boat" was a zinc bathtub equipped with an outboard motor.

MAIL TRIBUNE, Medford, Or. Wednesday, Feb. 24, 1960 A 5

Caerphilly, Wales—UPI—William Jenkins, 35, was charged Tuesday with breaking into a police station and stealing the arrest blotter.

Bloody Mary

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Try and Stop Me
By BENNETT CERF

FROM IRV KUPCINET comes the story of a young Lothario, bent on matrimony, who brought home each girl he wooed for his mother's approval. Time after time she turned thumbs down, but eventually he discovered a lass who looked, talked, and behaved exactly like his mother. Naturally, mama was delighted, but still the poor boy couldn't marry the girl. His father kicked her out of the house!

...
A Hollywood star is boasting about the new police dog he's acquired. "He's a great watchdog," says the star. "If I hear any kind of strange noise at night, I just have to wake him up—and he barks like h---!"

The wheels of finance ground to a halt in a Texas bank when executives, tellers and customers all rushed to gape at a depositor who was exhibiting a genuine curio: a one-dollar bill.

Sign in an oculist's window in New Rochelle: "Eyes Examined While You Wait!"

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