

# New Federal Act Aimed at Age Limits for Employees

By REYNOLDS KNIGHT  
Uncle Sam is getting tough with companies that discriminate against prospective employees because of age. A federal law is now in effect that prohibits arbitrary age-based rejections or restrictions by employers, employment agencies, and labor unions.

The law, called the Age Discrimination Act of 1967, came about as a result of a survey conducted by the Labor Department for Congress in 1965. The survey showed that "hundreds of thousands" of Americans between the ages of 40 and 65 were out of work because management felt they were over the hill.

The report pointed out that many of these people do find their jobs but not without

long and hard searching. And their job choices are narrow and many of them must accept lower wages to get jobs, the survey found.

PRINCIPAL targets of the Labor Department right now are companies that maintain a policy of never hiring anyone over 45. The law has singled out other targets, too. Last week the law applied to companies that have 50 or more employees. Starting June 30 it applies to those companies with 25 or more.

Here are some of the provision of the new law:

It is illegal for a company to fire or refuse to hire an individual solely because of age.

Employment agencies are

not allowed to refuse to refer applicants to job openings because of age.

In most cases want ads are not allowed to specify age preferences.

Labor unions may not exclude or expel individuals from membership on the basis of age.

ON PAPER, at least, the nation's economy is soaring. Americans are now using 536 pounds of paper a year per capita, and by 1975, industry sources feel, consumption will be up to 660 pounds. More than 100 pounds of this will be used in newspaper alone.

The tremendous task facing the pulpwood industry is providing enough wood to produce that much paper can be appreciated when it is noted that more than 1,400 pounds of pulpwood is required to make the amount of paper each person is now using annually. To meet the growing demand, the pulpwood industry is rapidly turning to mechanism.

ONE NEW machine expected to play a key role in the massive production effort is a tree harvester developed by Omark Industries that is said to do the work of an eight-man crew working with hand saws. Equipped with a hydraulically-powered boom that covers a 40-foot-wide area, the harvester cuts down

trees up to 16 inches thick, delimbs them, cuts the trunk into precise lengths and neatly stacks the logs! And all under the control of a single operator working in a climatized cab.

With this and other equipment being developed, the industry hopes to boost production to 67.7 million cords of pulpwood in 1970 and 88.5 million in 1980, the amounts paper mills are expected to be demanding.

AN AIRLINE commercial showing a pie outlined in the form of the United States has brought about a ton of letters from housewives seeking to buy the baking tin. Unfortunately, it was custom-made

for the airline's ad agency. . . . More big companies are breaking down sales by division or major product groups, according to a research organization. The research group found that 48 per cent of 457 annual reports disclosed sales by division. . . . An oddity: Police in Saigon usually arrest women who don't wear brassieres because, according to officials, this is a recognition sign among Viet Cong agents. As a result, the bra business is booming in Saigon.

MANY AMERICAN companies are stepping up their efforts to help solve one of today's most pressing urban problems — lack of enough

modern, low-cost living units that poorer families can afford.

The B. F. Goodrich Co. has developed a program to provide a several-hundred-thousand-dollar revolving fund, interest free, to serve as "seed money" to help finance housing for low-income families in Akron, Ohio, its headquarters city.

Harry B. Warner, president, said the program was established to "cut through red tape" and speed up the start of construction to alleviate the shortage of low-cost housing in the area.

THE PROGRAM will provide builders with interim financing to purchase land

to provide a base from which conventional financing can be obtained from banks or government agencies. This will eliminate months of negotiations and allow the builder to begin construction without delay, he said.

The company last year completed payment of \$3.5 million to the city of Akron for "seed money" for the renewal of a 404-acre area that, with additional funds from the city and federal government, will result in \$200 million worth of new apartments, commercial and industrial establishments, schools, churches and parking decks.

Hic! A machine has been developed that reportedly can mix and bottle 12,000 two-ounce marinades an hour.

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