

# Industrial Relations Center

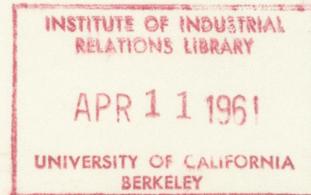
Older workers  
(1961 folder)

C.2

PROCEEDINGS

OF THE

INSTITUTE ON THE OLDER WORKER



Edited by

Harold S. Roberts and Joyce A. Matsumoto

FEBRUARY 1961

UNIVERSITY OF HAWAII • HONOLULU 14, HAWAII

## PREFACE

In May 1960 some 500 persons met at the Governor's State Conference on Aging to discuss and assess the problems of the aged and aging and the resources existing to meet their needs. A number of recommendations were made at the conclusion of this Conference, including one urging the community, through various organizations, to provide programs and conferences designed to prepare persons for retirement. The Institute on the Older Worker, co-sponsored by the State Interim Commission on Aging, the School of Social Work and the Industrial Relations Center of the University of Hawaii, was an outgrowth of this call for assistance. Attending this meeting were more than 100 educators, community leaders, industry and labor representatives and oldsters in active retirement.

The purpose of the Institute on the Older Worker was to provide a discussion of the questions involved in retirement such as the nature and magnitude of the problem in Hawaii, flexible vs. compulsory retirement, the physical and social aspects of aging, and industry's and labor's views toward the older worker. The conference was directed by Mrs. Alexander Faye and Dr. Harold S. Roberts.

The proceedings are being published to provide the members of the Institute with a partially edited copy of the presentations by the speakers. Summaries of the discussion of the work groups were prepared by the work group chairmen.

We want to thank all of the speakers for their able and stimulating discussions and their excellent cooperation without which this present volume would not be possible. To the Honorable Hiram L. Fong, U. S. Senator, we wish to extend our appreciation for his presentation on the National Interest in the Older Worker. Special acknowledgment is extended to Mrs. Eva L. Goo and Mrs. Betty Lee for the extra care in the clerical and typing work. The cover was designed by Mrs. Mary M. Tachibana.

Harold S. Roberts, Director  
Industrial Relations Center  
University of Hawaii  
February 1961

# PROGRAM OF THE CONFERENCE

## **Institute on The Older Worker**

December 6, 1960

Ala Moana Center Banquet Hall

\*\*\*\*\*

Conference Chairman: Dr. Stanley D. Porteus, Prof. Emeritus of Psychology, University of Hawaii

9:00 A.M.

### **OPENING REMARKS**

Dr. Willard Wilson, Provost, University of Hawaii

### **NATURE AND MAGNITUDE OF THE PROBLEM IN HAWAII**

Rockwell Smith, Chairman, State Delegation, White House Conference on Aging

Mrs. Alexander Faye, Executive Secretary, Commission on Aging

9:45

### **FLEXIBLE VS. COMPULSORY RETIREMENT**

Dr. Michael Wermel, Dean, College of Business Administration, University of Hawaii

10:30

### **COFFEE BREAK**

10:50

### **WORK SESSION**

Chairmen of Work Groups:

Mrs. M. Gay Conklin, Pension Coordinator, Castle & Cooke, Inc.

Scott B. Brainard, President, Brainard & Black, Ltd.

Charles C. Spalding, Benefit Plans Administrator, C. Brewer & Co., Ltd.

### **LUNCHEON**

12:30 P.M.

### **THE NATIONAL INTEREST IN THE OLDER WORKER**

The Hon. Hiram L. Fong, U. S. Senator

2:00

### **UNDERSTANDING THE AGING PROCESS**

Mrs. Katharine Handley, Chairman; Director, School of Social Work, University of Hawaii

Members of the Panel:

Prof. Evelyn Cochran, School of Social Work, University of Hawaii

Dr. William J. T. Cody, Medical Director, Hawaii State Hospital

Dr. John F. Chalmers, Surgeon, The Medical Group

3:00

### **INDUSTRY AND LABOR LOOK AT PREPARATION FOR RETIREMENT**

Dr. Harold S. Roberts, Chairman; Director, Industrial Relations Center, University of Hawaii

#### **1. Industry's Interest in the Older Worker**

Richard E. Robb, Industrial Relations Director, Honolulu Gas Co., Ltd.

Earle R. Ross, Director of Industrial Relations, Hawaiian Telephone Co.

#### **2. Labor's Interest in the Older Worker**

A. S. Reile, AFL-CIO Representative, Hawaii-Pacific Area

Alvin T. Shim, Attorney, Law firm of Gill, Doi, Shim, Naito and McClung

### **CLOSING REMARKS**

The Hon. Oren E. Long, U. S. Senator

\*\*\*\*\*

Conference Directors: Mrs. Alexander Faye and Dr. Harold S. Roberts

TABLE OF CONTENTS

Preface .....	1
Program of the Conference .....	11
Introduction, by Dr. Stanley D. Porteus .....	1
Opening Remarks, by Dr. Willard Wilson .....	3
Nature and Magnitude of the Problem in Hawaii, by Mrs. Alexander Faye and Rockwell Smith .....	7
Flexible vs. Compulsory Retirement, by Dr. Michael T. Wermel ....	10
Notes on Work Session:	
Group I, by Scott Brainard .....	13
Group II, by Mrs. M. Gay Conklin .....	14
Group III, by Charles C. Spalding .....	15
Group IV, by Rockwell Smith .....	16
The National Interest in the Older Worker, by U. S. Senator Hiram L. Fong .....	18
Understanding the Aging Process, by Prof. Katharine Handley, Chairman .....	24
Physical Changes in Old Age, by Dr. John F. Chalmers .....	25
The Social Process of Aging, by Prof. Evelyn Cochran .....	28
Psychological Problems in Aging, by Dr. William Cody .....	32
Industry and Labor Look at Preparation for Retirement, by Dr. Harold S. Roberts, Chairman .....	34
Industry's Interest in the Older Worker, by Earle Ross .....	36
Labor's Interest in the Older Worker, by A. S. Reile .....	40
A Different Aspect of Retirement, by Richard E. Robb .....	42
Labor's Interest in the Older Worker, by Alvin T. Shim .....	43
Closing Remarks, by Dr. Harold S. Roberts .....	45
Appendix A, Senate Bill 3807 .....	46
Appendix B, Members of the Institute .....	50

## INTRODUCTION

by  
Stanley D. Porteus, Ph.D.  
Professor Emeritus of Psychology  
University of Hawaii

The problem of the older worker is certainly a most complex one -- how broad a problem I did not realize until I read the excellent data book prepared for our information.

On page 16 I noted that Dr. Linden, a psychiatrist by persuasion, believes that a basic question -- I would call it a fundamental one -- is "Who wears the pants in the American family?" He says that in the last two hundred years, male leadership in American family life has become reduced and impotent, with women becoming the dominant decision-making persons. The psychiatrist calls for a reversal of the situation, and I heartily agree with him. What self-respecting man would not agree? The answer to the question as to who wears the pants is obviously: "Everybody".

But let me see -- two hundred years ago the date was 1760, so it looks, after all, as if the women won the American revolution. Even the D.A.R. has made no such claims. And if this is the sad truth, what can we do about reversing roles? The most persuasive education, even directed by psychiatrists, will not put the trousers back where they traditionally and rightfully belong.

There is no doubt that the world is changing rapidly, not only its fundamental attire, but in other ways, as witness the purpose of this Institute. It is supposed to give counsel and advice to older people. Surely this is a reversal of roles. It has always been the privilege of the aged to hand out advice to younger people. Now we elder citizens are asking consideration from our juniors. The problem can be summed up in a nutshell. There are too many nuts. As Earl Russell is supposed to have remarked: "The great trouble in providing for the feeble-minded is that there are so many of us." The same applies to the aged.

The problem is not continued employment, financial security, hobbies, spare time usefulness, contentment, but simply one fact -- old age. I do not know what we can do about it except talk it over, and that is what we are here for today. Even if the discussion resolves itself into consideration of what the labor unions call "feather-bedding", which happens when there are more workers than work, it certainly will be helpful to know how it can be brought about most economically.

This brings me to the reasons, justifiable or not, why I was asked to preside over this Institute. In the first place, I am old. My parents persisted in stating that I was born in April 1883, and those still capable of it can do their own arithmetic. But as far as my own knowledge goes, I was born about five years later. I know I was alive in 1888 but I have no recollection of any earlier activities. My father, as a Methodist minister, was poor but respectable, but as he was 63 years old in 1888, his memory might have been failing.

The second reason is that the Board of Regents believed my birth certificate and twelve years ago graciously retired me. Since that time, I have done a very satisfactory job of feather-bedding for myself. Some of my colleagues may think that in 1948 I gave up feather-bedding and began to work. In any case, I have produced more since that time than in any comparable period previously.

It is a pity that men, who Dr. Linden would have us believe should be described as the foundering fathers, could not declare in the preamble to the Constitution, that all men are born equally tough. Fortunately, elderliness crept up on me gradually. So I have found people willing to read what I write, and even as you, listen to what I have to say, without serious objection. Only now do I find feather-bedding beginning to fail me. I expect to pay for my own lunch.

Since I have a captive audience, may I speak for one minute as a psychologist. At the University we believe that we have discovered a method of measuring people's tendency to fall into set patterns of response: in other words, to become set in their ways. We hope to obtain additional funds to find out, among other things, the age at which we become rigid or inflexible in our judgments and actions. How to put off this proneness to compulsive thinking, this fondness for being sure that we are right about everything, would be a most useful study in geriatrics. At present we don't even know whether being sure is characteristic of old age or youth. Perhaps it is youth that is so positive, and long experience that prompts us to see two sides to a question.

But now, with no further indulgence of volubility, we shall proceed to hear from my young colleague Dr. Willard Wilson, Provost of the University of Hawaii. The fact that he is well educated and that he was born in 1904 are attested by Who's Who in America. What is not mentioned is his most mellifluous voice, so that whether singing or speaking it is a pleasure to listen to him. Though from personal experience Willard cannot know much about aging, what he has to say may be regarded as grace before meat. Willard, you have ten minutes to give us your distant views of old age.

## OPENING REMARKS

by

Willard Wilson, Ph.D.  
Provost and Senior Professor of English  
University of Hawaii

Mr. Chairman, fellow gerontologists, ladies and gentlemen. I know there are many wiser and perhaps some "older" people here with much better ideas on the subject to be discussed in this one day seminar than are mine. Before I attempt to say anything further, however, I wish on behalf of the University -- particularly the School of Social Work and the Industrial Relations Center -- to express our great pleasure in having some part in sponsoring and pulling together this conference which is preliminary, of course, to a national session in Washington. The University of Hawaii, as a state university, feels very strongly its obligation to assume leadership in facilitating the discussion of problems affecting Hawaii's citizens, whether they be old or young. We have, as you know, played a very strong part recently in youth conferences -- it is now only fitting that we also round out the picture. A university cannot do all things for all men and women -- but certainly within our own legitimate interests of research, education, and certain forms of service we should do our best to facilitate the shedding of light, and even occasionally the generating of heat.

It would be presumptuous of me, obviously, to attempt to make a definition of what constitutes an "older worker" or even an "older person". "Older", I have observed, invariably means anyone who is older than the speaker. This is quite proper, for obviously a person "is only as old as he feels". Age in many ways, even though it has a certain subduing influence, does not have for all men all of the fearsome connotations that it once did have -- and also that it still have in countries remote from our own where the economic level is appreciably lower. I take it that much of the consideration involved in the specific topic before you in this conference will have to do with economic matters. This is only natural, for the ability to enjoy the best years of one's life which are the mature years (or at least should be), is desperately inhibited frequently if the concern of a man and a woman to his last days must be that of securing food and shelter. I know these problems loom very large, and it would be perhaps presumptuous to remind us all of the conditions prevailing in other countries where many of us have traveled; but nevertheless I am quite sure that as you, in the words of Browning, "grow old along with me" for "the best is yet to be", a bit of cheerfulness and reflection on the past may make our plight more tolerable.

I have been warned never to tell stories on my family, but I was somewhat amused not long ago when my fifteen-year old daughter said to me, "Daddy, being a teenager is just simply awful. I wish I were twenty!" This to her, obviously, represents middle age! To bring the subject even closer home, when my wife and I were returning from Europe four years ago we sat at a table with a charming group of youngsters: a Swedish girl, a young French girl who was going to be a teacher in New York, a Spanish college sophomore, an Austrian ski instructor, and a young man who had been given a European trip as a graduation present on his completion of Yale. My wife and I did not regard ourselves as exactly Methuselahs; we were entering into the spirit of the occasion and having a really delightful time without feeling

any great bridge between us and our table mates, when one night after a particularly spirited multilingual and multisubject dinner session that we all had enjoyed tremendously, we were rather set back on our Wilson heels by a grateful and appreciative remark from the recent Yale graduate. He turned to my wife, who was looking particularly youthful and charming to me certainly, and said with the greatest of sincerity: "Mrs. Wilson, you don't know how lucky we all feel to have you both at this table with us. It is very rarely that one finds an elderly couple who can enjoy things with us the way you two do." I don't know whether women are more susceptible to this thing than men, but I do know that as my darling young bride looked at me I could see in her eyes a species of genuine shock. Perhaps this is enough of an illustration of the point with regard to the relativity of age.

The plain fact is, my friends, that we all do grow older and we all want to make these years increasingly productive. I take it that no one here is of the opinion that productivity should cease arbitrarily at a given dateline -- whatever that line may be.

From the point of view of the University in particular, we are increasingly aware of the real necessity for providing learning experiences through many classes both credit and non-credit for people no longer under the necessity for punching the timeclock. It is significant, however, that in the title chosen today there is voiced a real feeling about the matter -- that the older citizen should not be encouraged merely to spend his days vegetating, but that we should make available to him facilities that allow him to continue and frequently diversify his productive life. Your subject is "The Older Worker" and I daresay many of you will heartily subscribe with me to the emphasis on the last word of the three.

In a recent booklet on "Long Term Growth Investments" which was called to my attention last week, and growing out of the possible development of various expanding interests reflected in growth stocks which may be expected to continue in the "singing sixties", linked to a hope of an expanding economy, increased leisure, and extended longevity due to medical advances, the following areas were specifically mentioned as worthy of attention: Book Publishing; Writing; Hobbies; Sports; Travels; Gardening; Dance Studios; Carpentry; Entertainment Devices; Boating; Hi-Fi; Cameras; Drinks. (The last item I didn't quite understand but anyhow there it was.) Also mentioned were all the fields having to do with correspondence courses and extension courses. Should our economy not collapse, there is reason to believe that we may all have increased time, even before retirement, for some of these pleasures and developing interests, and some of the money to indulge in some of them.

The person who is well informed, who has developed habits of reading and conversation even before retirement, will be in an excellent position to take advantage of the changes in a rapidly changing world. Elmo Roper, the public opinion surveyor, was recently quoted in a local editorial as saying: "The plain fact is that if Russia sank into the sea tomorrow, most of our -- and most of the world's -- problems would remain." These problems can only be resolved by knowledgeable, reflective, people "who are able to use all that is in them -- their hearts, their senses, and their minds -- as fully developed, mature human beings."

One of the most encouraging things to me is a somewhat baffling American phenomenon which we still persist in calling "the drug store" is the increasing number of high-level paper book reprints that obviously are selling in substantial quantities. But perhaps I've made enough of a pitch for continuing reading and learning as something that will provide many of the answers for the older worker.

"It is better to wear out than to rust out" said Richard Cumberland, that 17th century Bishop of Peterborough who lived to be 87 even in that unhealthy age. This might well be the slogan of the nation's 14-16 million men and women of 65 and over, about 80% of whom we are told are no longer in the labor force. (Although the nation's population as a whole has doubled since 1900, the number of Americans over 65 has quadrupled.) It might even serve all the members of the labor force over 45, a total of 28 million according to some smallscale surveys.

On the other side statistically, Secretary of Labor James Mitchell calculates that by 1970, the American economy will require a labor force of 87 million. Of the additional 13.5 million workers this entails, 40% will be over 45. Without them, there would actually be a labor shortage, the more keenly felt because the greater proportion of the 13.5 million increase will be in the less experienced, under 25 category. Secretary Mitchell has taken his own slogan, "Ability is Ageless" in a concerted program begun about five years ago to lower employer resistance to hiring or retaining older workers.

Lest the man in his 30's think his problems of age-and-employment are at least a decade or two in the future, one employer survey in Houston indicated that 24% of those surveyed would not hire a man at 35! In the same city, 70% of the employers surveyed would not hire a man at 45. The same article showed that of the employers surveyed in liberal East, 75% of the firms queried would not hire a man at 55. (Fortunately, the sampling, reported in American Mercury, was small enough so that optimists might want to disregard it altogether.)

Roul Tunley, writing in the Saturday Evening Post, speaks of work, paid or otherwise, as a "secret weapon" with which to revitalize old age. He quoted Roland Baxt, Director of the Federation Employment and Guidance Service in New York, to the effect that "Life for most people is work." Tunley recounts several dramatic examples of retired people beginning new careers or building on their old ones and making a real contribution to their communities or the nation or, not least, themselves.

"A group of retired engineers in Schenectady set up a firm to design work on a contract basis and in a dozen years earned \$1,000,000 in fees. Their group now numbers 150.

"A Detroit man retired from his shoe manufacturing business, went to California at the insistence of his sons to take it easy, became interested in physical rehabilitation and eventually designed a shock-absorbing boot for paratroopers. From this, he produced the ripple-soled shoe, which made him more money than his first shoe career had."

Tunley also quotes Dr. Edward L. Bortz, former AMA president and geriatrics specialist:

"These are the harvest years when one can reap the benefit of wisdom and maturity and start a second career which may or may not be a continuation of the first. Ideally, the first career, having been personal and acquisitive, should give way to a second career which is devoted to the larger interest of serving the people around one."

But I know that all of you are familiar with stories of this sort, have immediate problems that you wish to consider, and have the people to assist you in doing so.

I merely want to assure you that the University itself will be very much interested in any way in which we can ameliorate the problems of the aged and aging worker; and we stand ready at all times to implement things that lie within our sphere.

You have our very best wishes for a productive and stimulating conference.

ALOHA.

--oOo--

Dr. Porteus: Because our next two speakers are sharing a subject but dividing their time, I will make a dual introduction. Mr. Rockwell Smith is chairman of the State Delegation to the White House Conference on Aging. Very fittingly, he has found his later career in insurance, but was formerly engaged in agricultural and industrial relationships. He is treasurer of the group sponsoring the cooperative home for elderly people, "Pohai Nani", which has been translated as "Surrounded by Beauty", but as the Hawaiians had no abstract idea of beauty, it might be the more literally rendered as "The Sky's the Limit", not, of course, in the commercial sense but in point of view of vision.

The decisive half of this team is Mrs. Alexander Faye, vice-president of the Honolulu Council of Social Agencies, and Executive Secretary, Commission on Aging. Between them they will outline for you the Nature and Magnitude of the Problem in Hawaii. In face of crisis, the rule is Ladies First, so I will call on Mrs. Faye.

## NATURE AND MAGNITUDE OF THE PROBLEM IN HAWAII

by

Mrs. Alexander Faye  
Executive Secretary, Commission on Aging

Mr. Rockwell Smith  
Chairman, State Delegation, White House Conference on Aging

Mrs. Alexander Faye: The White House Conference on Aging in January will bring together the thinking of the 50 states in all areas of concern to older people. All states are preparing for the conference in a variety of ways, including meetings such as this, in order that their delegates may be well informed as to the situation in their own state, and fully aware of the thinking, the hopes, and the wishes of the people in the state.

What we talk about here today or at the White House Conference on Aging, does not concern only those who are over 65; it concerns people of all ages -- youngsters and teenagers who need an understanding of older people; young marrieds with older parents; and middle-age persons who are beginning to realize that retirement is not too far away, although they hate to admit it.

The challenge of the next decade for those of us interested in this problem is to change public opinion in regard to aging, from a negative to a positive concept of the later years as useful and rewarding ones, both to the individual and to the society in which he lives.

Mr. Rockwell Smith: Speaking for the Governor's Interim Commission, we are delighted to have such a fine attendance exceeding by half again our greatest expectations. The representation, not only of White House Conference delegates, but of County officials and their associates is particularly encouraging. Further, and of tremendous importance to the progress and accomplishments of the Commission, is the splendid effort of the University led by Dr. Wermel and Dr. Roberts in putting on this highly informative Institute.

Our search for answers to the problems of aging started with the joint 1951 collaboration of the Oahu Health Council and the Honolulu Council of Social Agencies culminating in the conference in April, 1954, which was attended by 300 people. Following a directive of that conference, the Action Group on Aging was incorporated and proceeded to develop the area of housing which was the greatest concern. From this effort came the projected Pohai Nani retirement home scheduled for 1961 construction in Kaneohe. To bring resource people into closer relationship with the problems of the aging, the Action Group joined forces with the Oahu Health Council and the Honolulu Council of Social Agencies in a petition to the Governor for an Interim Commission on Aging which was granted. With the Federal grant of 1959, the Commission put on a comprehensive conference last May in which over 500 people participated. This meeting today is the fifth of six to prepare our White House Conference delegates for active representation of Hawaii in Washington next month.

The scope and magnitude of our subject include Income Maintenance, Housing, Medical Care, Preparation for Retirement, and the Uses of Retirement. Within these broad divisions are many related and vital supporting functions. Since we expect the present 29,000 over age 65 to increase to 49,000 by 1970, Hawaii has a few years that the mainland states lack to prepare for our needs. Let us look at income maintenance for a moment. Basic to the problems is the increased life span afforded by great progress in medical care added to which are expected break-throughs in the scourges of heart diseases and cancer. Young people go to school longer, retirement age largely remains at an arbitrary 65, and more people are swelling the ranks of those over 65. The income producers in the middle are supporting more and more of the younger and older populations and in addition facing a constant rise in prices. How, then, can incomes be maintained for the retirement years?

Since we are talking about the fact that the bulk of American homes are moving from three to four generation families, we realize that housing also is an acute problem. Preference ranges from remaining with one's family during the retirement years to living in a home for retired people. Tremendous strides have been made in both these areas. We estimate that those with an annual income of \$3400 or below can look to low cost government subsidized housing such as Punchbowl Homes and that those with \$5600 or up may find the answer at Pohai Nani or similar retirement homes. We have a tremendous challenge in the \$3400 to \$5600 income range for which the Federal Housing Administration and other government agencies are developing special loan plans. For those who prefer living with their families, we have the need for larger houses, with provision for the needs of several generations closely associated. We must exhaust every possible approach and solution to a complete answer to housing while we have time.

As we search for ways of maintaining income and developing housing, we must search for the means of maintaining a healthy and active aging population. This brings us to medical care. Since the incidence of illness and length of hospital stay roughly double after age 65 and incomes roughly decrease by one-half, we have acute problems to solve. Homes for the aging which include medical care are felt to be expensive and conversely homes that are economical in cost are found to have minimum or no medical care. Further, we need an estimated 2,000 nursing home beds of which we have 1,000. Of these only a few over 700 meet State standards. Doctors, hospitals, insurance companies, unions, and government are all concerned and looking for ways to cut the cost of medical care and yet maintain the quality of that care.

In summary, then, we must find a way to keep incomes adequate in the face of rising prices to maintain a dignified and adequate living for our aging people. Further, we must meet the problem of housing whether as homes for retired people or as to sufficient space for those who prefer living with their families. Let us include with housing those facilities in which the aging may carry on meaningful activities, projects, community work, and recreation. These facilities might take the form of added space in our homes for aging people and separate day centers for those who continue to live with their families. Health must be kept at a high level in order that life will be active, meaningful, and useful. This means that some way needs to be found to reduce medical costs to a point where income can take care of them. These three major areas will be investigated today

and on this foundation we will hope on a later date to build the essential preparations for retirement, and the opportunities of retirement once we have arrived there.

In conclusion for the Commission on Aging, I would like to bespeak our gratitude to the University of Hawaii for this splendid Institute. To the Honorable Hiram L. Fong, United States Senator, our very sincere thanks for his addressing us at the coming luncheon on "The National Interest in the Older Worker". May we offer our appreciation to University Provost, Dr. Willard Wilson, whose opening remarks have set a happy approach to a profound subject, and to Dr. Stanley Porteus who as a Senior Citizen is chairing the morning's session with keen insight and marvelous humor. We extend our heartfelt appreciation to Dr. Michael T. Wermel, Dean of the College of Business Administration, who first suggested the idea of this Institute and who will make a major contribution this morning on the subject of Flexible vs. Compulsory Retirement, and later in the day will summarize the Institute; to Dr. Harold S. Roberts, Director of the Industrial Relations Center, who will lead a panel on Industry and Labor Look at Preparation for Retirement and who has directed the organizing of this Institute; to Mrs. Katherine Handley, Director of the University School of Social Work, who will chair a panel on Understanding the Aging Process; to Mrs. Alexander Faye, Executive Secretary of the Commission on Aging, and her staff, who have assisted Dr. Roberts with structuring the Institute. Through the efforts of all these dedicated people and many others, surely our delegates to the White House Conference on Aging will be prepared indeed to truly represent Hawaii.

--oOo--

Dr. Porteus: Our next speaker is Dr. Michael T. Wermel, Professor of Economics and Dean of the College of Business Administration, University of Hawaii. Economics has been called the dismal science. Aging is a wearisome if not a dismal process and the economical problems involved in providing for the elderly is certainly serious. Dr. Wermel has had exceptionally fine actuarial experience, and this kind of guidance is essential for any sound national or state planning. His counsel will be most welcome and I am sure that if there are any rays of light and hope in the situation, he will present and direct them. His own background is well lit by entries in various Who's Who's. His subject will be "Flexible vs. Compulsory Retirement".

## FLEXIBLE vs. COMPULSORY RETIREMENT

by  
Dr. Michael T. Wermel  
Dean, College of Business Administration  
University of Hawaii

The widespread expansion of retirement plans and the number of people covered by such plans created a controversial issue out of the problem of when should workers be required to retire. In the absence of a formal retirement program this issue rarely arises since employers are not likely to institute fixed retirement ages without providing retirement benefits.

The retirement plan itself, in the calculation of the costs and the setting of benefit rates, requires some assumptions with respect to a normal retirement age and therefore introduces also such concepts as "early retirement" and "delayed retirement."

It should be noted that the problem of whether there should be a fixed retirement age is quite a different problem from the problem of what this retirement age should be. Age 65 has been so widely used both in public and private retirement programs as the "fixed" retirement age that "fixed" retirement and age 65 have become synonymous to many.

This, of course, is not necessarily so. A fixed retirement age may be set above or below 65 and a criticism of the age 65 target is not necessarily a covering criticism of the fixed retirement age idea, or vice versa.

Those who are in favor of retiring all employees at some fixed predetermined age support their position by a number of convincing arguments. They say that it provides an orderly method of retirement and thus constitutes a vastly superior practice from the point of view of personnel administration, than a policy requiring individual determination in each case. Moreover, they suggest, a fixed retirement policy is non-discriminatory. All employees are treated alike and all know just what to expect and when--and therefore make the best possible preparation for it. Another important argument advanced in support for a fixed retirement age is that it creates more opportunities for advancement for younger people, makes possible to plan and train in advance for replacement and leads to a better overall personnel program. Sometimes additional arguments are advanced in terms of lowered accident rates and lowered disability benefit costs, but these arguments do not appear as convincing, because of uncertainties with respect to the relation between the age factor and the incidence of accidents.

On the whole it would appear that the arguments in favor of a fixed retirement age may be summarized along these lines. For management: Better personnel administration, easier to retire unsatisfactory employees, better advance planning. For the worker: No discrimination, ability to plan for the future with greater certainty.

The arguments for a flexible retirement policy are, however, also strong and broadly advocated. Fundamentally, those arguments are based on the indisputable proposition that while "all men are created equal", they differ greatly in their physical stamina and their abilities and capacities

for work, and these differences become more pronounced with age. By the time the sixties are reached, the differences in individual abilities are very wide indeed. A flexible retirement age, it is argued, permits an employer to recognize these differences. It permits individual treatment for individual workers. As a result good workers can be retained as long as they remain capable and only those no longer capable of performing the work need to be retired. It is argued that flexible retirement will permit more employees to enjoy higher earnings for a longer time with a beneficial effect upon the economy as a whole and also that such a policy would result in lower pension costs. In summary, for management, flexible retirement would mean lower pension costs, a supply of experienced labor which at certain times may be difficult to get. For the worker it would extend the period of his economic activity to coincide close with the period of his physical ability, and would lessen the hardship for those who might otherwise retire on inadequate benefits, and perhaps make adjustment to retirement less difficult.

An examination of these arguments by proponents of a "fixed" and "flexible" retirement age policies raises a number of questions. Would the arguments be the same:

1. If all workers would look forward to a comfortable retirement income?
2. If all workers were better prepared to face the problems of retirement and make a satisfactory adjustment as a result of good pre-retirement preparation?
3. If unemployment were persistently at levels so high that many younger people could not find work at all?
4. If longevity increased to the point where life expectancy after retirement doubled?
5. If productivity of labor increased at a very high rate and this enormous increase in productivity was accompanied by greatly increased life expectancy?

These questions are merely raised so as to suggest that the issues we face today and the attitudes we develop towards these issues are greatly conditioned by prevailing trends and existing institutional arrangements. Since trends and arrangements constantly change, it may be the better part of wisdom to view these issues without developing excessive partisanship.

Dr. Porteus: Before a completely voluntary retirement for coffee, I am supposed to make some announcements. During this interval the room will be partitioned off into three, to which you have been assigned. Those in Group I are in the room on the entrance side, Group II in the middle room, Group III on the Diamond Head side, while Group IV will be in the conference room across the hall.

The Chairman of Group I is Mr. Scott Brainard, very well known for his 35 years in life insurance and president of Brainard and Black; Group II has as Chairman, Mrs. M. Gay Conklin, Pension Coordinator for Castle and Cooke and experienced in Personnel Work; Mr. Charles G. Spalding is Assistant Secretary and Benefit Plans Administrator, C. Brewer and Company.

Group IV will be presided over by Mr. Rockwell Smith, Chairman of the State Delegation.

At 11:40 we will hear the reports of the work group chairmen.

NOTES ON WORK SESSION  
GROUP I  
Work Group Chairman: Mr. Scott Brainard

Mr. Brainard opened the meeting by presenting the subject "Flexible vs. Compulsory Retirement".

The first part of the discussion dealt with preparation for retirement and with whom the responsibility for such preparation rests. The three areas of responsibility were defined as individual, employer, and community.

It was agreed that preparation for retirement should include provisions for:

Financial support  
Health - medical care  
Interests - cultural, educational, civic  
Reduction in overhead  
Attitude toward retirement  
Social - friendships  
Proper utilization of time

There were several opinions regarding the time when preparation for retirement should begin, i. e., as children in the home, in school, at age of maturity, etc. No conclusion was reached. It was pointed out that there should be balance in the planning for retirement. A young person whose thoughts were only on retirement could by-pass the opportunities and achievement of stages prior to retirement. On the other hand, the longer the span of time between planning for and reaching retirement, the less traumatic the actual experience.

There followed a discussion of what some companies and employers are doing to prepare individuals for retirement. Some larger companies are giving gradually longer vacation periods in the years just prior to retirement so that when the age is reached the change from work to "vacation" is not as abrupt. An interest was shown in learning more about plans which are combining flexible or compulsory retirement. It was pointed out that compulsory retirement affecting all individuals at a certain age prevents discrimination.

A vote was taken which resulted in 14 favoring compulsory and 9 favoring flexible retirement. A number of persons attending did not vote.

(signed) MIMI DONNELL  
Mrs. Fitz Donnell  
Recorder

NOTES ON WORK SESSION  
GROUP II  
Work Group Chairman: Mrs. M. Gay Conklin

Group II did not develop true discussion on any one of the major points you might expect to be raised on the question of Flexible vs. Compulsory Retirement. The usual points revolve around:

1. Whether the employer has a right to tell employees well in advance they are to cease work and retire. Are pensions deferred compensation which an employee may elect to receive when he desires, or are they a reward for service?
2. Assuming "compulsory" retirement is acceptable, what age should be used as the "normal" age when the full retirement benefit is available to the employee?
  - a. Increasing longevity.
  - b. How much has medical science increased the vitality of older workers.
  - c. Work opportunities for older workers.
  - d. Cost vs. reasonable retirement benefits.
3. If "flexible" retirement (which is the lack of compulsion to retire at the normal age when the full retirement benefit is available) is desirable, how should you set up the plan?
  - a. Employee choice, medical examinations, year to year reviews,
  - b. Any maximum age limit. etc.
4. Discussion of the pressures operating in any community, industry or company which influence the determination of the normal retirement age and whether retirement is compulsory or flexible.

Comments from the group pointed out experience with some of the major pressures under Item 4, such as adequacy of retirement income, inflation, personal planning for retirement, making room for younger employees, etc.

Under Item 1, the right to require "compulsory" retirement was not questioned in discussion by any member of the group. It was apparent, however, many felt the need to increase employee rights. Suggestions under Items 2 and 3 implied vesting and employee option changes in a compulsory plan to make the plan less arbitrary before the normal retirement age.

Under Items 2 and 3, where major changes in current practice may be desirable as pointed out by Dr. Wermel, the group was hindered in utilizing their experience by lack of definition of terms. Most of the discussion and proposals revolved around retirement at ages younger than currently accepted as "normal". This may have been due to confusing flexible retirement with "early" retirement provisions which reduce retirement benefits. Several suggestions appeared to propose the armed forces type of retirement based on years of service. As Dr. Wermel pointed out in his final remarks, reductions in the normal retirement age, except as required for special occupations, would seem to be contrary to any solution of the problems presented by the increase in human life span.

NOTES ON WORK SESSION  
GROUP III  
Work Group Chairman: Mr. Charles C. Spalding

The group first discussed the possibility of another method of selecting employees for retirement besides age. Mentioned were the criteria of years of service, amount of pension benefits, tests, work record and the type of work being performed. It was agreed that all the above methods had obvious defects and age was considered to be the only satisfactory basis to select for retirement.

It was the consensus of opinion that compulsory retirement should be at a fixed age and voluntary retirement prior to that should be based on years of service or at a certain age below the age of compulsory retirement, or both. Any employee kept on the payroll after the fixed retirement age should be hired on a contract basis to do a special job or on a part-time basis because of special skills.

Objections to compulsory retirement pointed out by the group included (a) lack of sufficient retirement income, (b) lack of outside interests, and (c) lack of planning for retirement. It was felt that with education in retirement planning most of these objections could be met; hence, education for retirement should commence long before an employee's retirement with the responsibility for such education being borne by the government, company, social agencies and the individual.

NOTES ON WORK SESSION

GROUP IV

Work Group Chairman: Mr. Rockwell Smith

1. Most of the conferees were spontaneously working out their plans for retirement in various and ingenious ways. They all agreed that a big problem was posed by those workers whose work experience did not allow of continued and satisfactory activity in their particular field after retirement. These people would include laborers, semi-skilled, routine operatives, and farmers.

2. The group felt the next most important problem was money. How do you do what "you want to do" without money? Fears were expressed that automation forces premature retirement or prevents a retired worker from continuing work under a flexible retirement system. It was stated on good authority that the group's fears were founded on fact. Fourteen conferees were for arbitrary retirement and nine for flexible retirement.

3. The conferees wanted to know the effect of employer contributions on pensions as contrasted to non-contributory plans. The effect of age on pensions and their amount was also raised. Several group members were able to state that as a general rule contributory plans return more pension benefits to the retiree at a given age than non-contributory plans.

4. Retirement as a vacation versus retirement as a satisfactory pursuit was considered by the group to be largely determined by attitudes developed over a lifetime. Long-range education was felt to be necessary to change these attitudes.

5. The Volunteer Service Bureau was reported to have many retirees happily at work doing interesting and useful work. Many tasks remain available for those interested.

Dr. Porteus: Anyone who attempts an introduction of Hiram Fong, especially to an audience in Hawaii, has a difficult task to perform. Immediately you say that he is the senior senator from Hawaii to the U. S. Congress, you have taken the icing off the cake, delivered the punch line, after which all else is anti-climax.

It really does not seem to matter much that he is a Phi Beta Kappa, a graduate of Harvard Law School, and the possessor of honorary doctor of law degrees from three colleges or universities, is a member of a highly successful firm of lawyers, and director or owner of prosperous commercial concerns.

There may be others who can claim similarly successful records. But no one in the world now or at any time can dispute the claim with him that he is or was the first U. S. Senator from Hawaii. So Hiram does not have to wait for the Hall of Fame. He's in.

Then too Senator Fong has already put a damper on introductory enthusiasm when he told a group that he knows what a waffle feels like when it has been smothered with syrup. Such an apt and witty remark makes the unhappy introducer look for a squeeze of lemon to leaven the saccharine lump. But I must confess that I can find not a drop of acid to inject. Senator Fong's career has been too rapid for a mere pedestrian to note any hesitation or change of pace, except that I believe that he was once defeated as a candidate for the local legislature -- a fact that voters here would rather forget. He has since flown too far and too high for any backtracking. May he fly still higher and farther, but to where, the Lord only knows.

His biography states that he is the seventh of eleven children, and these two numbers may suggest to dice players an element of luck. But no one can throw such a succession of sevens and elevens without more than a suspicion that Hiram's dice are loaded.

They are loaded - loaded with ability, persistence, ambition, self-confidence and the will to succeed. So there is nothing more to say than that we await with eagerness your thinking on one of the most troublesome problems of our time, how to make longer lives more worth while. His topic is "THE NATIONAL INTEREST IN THE OLDER WORKER".

## THE NATIONAL INTEREST IN THE OLDER WORKER

by  
U. S. Senator Hiram L. Fong

I am happy to be here with you today to participate with you in this important conference. Conferences such as this portend much promise for substantial social progress for millions of our fellow Americans.

I wish to commend each of you for your hard labors and for your diligence in doing your part to define the dimensions of the problems of our aging population and to find workable solutions to deal with them. I know that you will contribute much useful information and many worthwhile recommendations to the White House Conference on the Aging in January, only a few weeks from today.

Since the topic assigned to me for this Institute is "The National Interest in the Older Worker", I shall not dwell upon the many other complex and related aspects of the aged, but will confine my remarks to the employment problems and outlook for the older worker.

In Hawaii the number of so-called old workers is proportionately less than in many States because our population is younger than the national average. More than half of Hawaii's citizens are under age 24. However, for those who already have attained middle age, their problems in employment, housing, retirement, health, a decent standard of living are just as acute and pressing as those who reside in the rest of America. Today in Hawaii, 29,000 persons are 65 years and over, according to estimates.

For them, we in Hawaii feel a sense of great urgency to stretch out a helping hand, just as we acknowledge the need now to prepare for the ever mounting numbers of our people who in the future will come into the higher age brackets. In the next 10 years, it is expected there will be 49,000 persons in Hawaii in the 65 and over age group. Clearly, what we face is not a temporary trend; we face the hard fact of life that more Americans are living longer, with better health, and imbued with higher standards of acceptable living conditions. For the future, this means increasing numbers of older Americans ready, willing and able to work and demanding more than mere subsistence-level existence.

Among some primitive tribes, the customary way to deal with the aged was to banish them into exile from the community, leaving them to the perils of the jungle and to certain death in the wilderness.

We civilized people are more humanitarian -- and yet, regrettably, attitudes and prejudices which are decidedly heartless still persist toward people in the 40 to 65 year age bracket. This is true in America as in other countries despite our humanitarian tradition and history. Beginning with our Constitution, our national policy has always held the individual in high regard and our constant endeavor as a Nation has been to attain a better life for all Americans.

As we approach our 200th anniversary of the signing of the Declaration of Independence, however, there are still some people who earnestly seek

jobs but cannot find them and there are still people struck down by disease who lack the means for decent care. There are children without access to suitable education; people denied equal rights because of race, religion, and national origin; old people without the basic requirements for a life of dignity and self-sufficiency.

These are blights on our national conscience. They are blights we must remove as we proceed to demonstrate the superiority of our free way of life over any other system of organized society.

Without exception all of our people should share in our national goals in America which are:

- . . . One, opportunity for productive jobs at living wages for every man and woman who seeks work and who is ready, willing and able.
- . . . Two, individual security, undiluted by inflation and excessive taxation.
- . . . Three, truly equal rights for all Americans.
- . . . Four, educational opportunities for everyone.
- . . . Five, the most modern medical, hospital and health facilities.
- . . . And, six, a world at peace.

In these goals, every American, regardless of occupation, regardless of race, regardless of religious faith, regardless of national origin, regardless of age has a personal and indisputable stake.

Attaining these goals demands that America marshal our bountiful national resources, of which manpower is one of our greatest. Of our manpower, it demands the utmost effort. Continuing their tradition of working hard, producing much, and accomplishing great things, our energetic, vigorous and intelligent population should, in the next decade or two, carry America well along the road to these objectives.

But this means as a nation we must shed old prejudices against workers on account of race, on account of color of skin, on account of age. Our guiding criterion should be ability -- ability to do the job, whatever it may be. It is patently illogical and shortsighted, as well as cruel, to impose general age barriers against qualified persons. It may indeed be dangerous to deny the skills and talents and experience of any of our people, including the aged, considering the deadly competition we face from the Communist countries who seek to demonstrate superiority over our system and over our way of life.

If maturity were a handicap, then our Constitution would set an upper age limit -- along with its present lower age limit -- as a qualification for service in the United States Congress and for holding the office of President. Had our Constitution declared no man over 50, for example, could serve as U. S. President, only six of our past Presidents could have been inaugurated.

I am thankful no such age barrier deprived our country of George Washington, Abraham Lincoln, Thomas Jefferson, William Howard Taft, or our many other distinguished Chiefs of State whose age went beyond the half-century mark.

If we can entrust the stewardship of America to men over age 35, surely

we need not bar lesser posts to men otherwise qualified but who have lived out more than three and one-half decades.

Let the Constitution be our cue to productive use of our Nation's manpower and womanpower, imposing no ceiling on opportunity for our growing number of -- quote "old" unquote -- workers.

Astounding though it may seem, to talk about the national interest in the "old" worker, as I have been asked to do, one must talk not only about the over-65 worker, but about millions of persons ranging in age all the way from 45 to 65 and in many cases even as young as 35.

It seems preposterous that, in a population whose expected life span is 69.4 years, men and women over 45 are often deemed too "old" to be hired.

Even in our Nation's Capital -- where the Federal Government has provided a laudable example by removing maximum-age limits for Civil Service employment, the age prejudice persists among employers. Here is the classified section of the Nov. 27, 1960 Sunday Star of Washington, D. C., where sprinkled throughout the "help wanted" columns for men and women are age barriers: "under 40", "25 to 35", "23 to 33".

It is incredible that a woman otherwise qualified but over 35 years old should not be eligible for hiring as a stenographer or that a qualified man over 35 should not even be considered for sales jobs -- yet that is precisely what these ads say.

It is paradoxical that, when employed, a worker in the 45 to 65 age category is a respected and valued member of the office force, the production line, the executive staff, or the sales team. But, when looking for employment, the mature worker all too often is looked upon as "too old to hire".

By 1975, according to estimates the number of persons 45 and older in the work force will total 33.5 million persons of which some 4.1 million will be 65 years or older.

Unless we can keep the 45 to 65 year old workers employed and unless we give job opportunities to over-65 persons desiring work, more than 1/3 of our work force will face a life of economic uselessness. These millions cannot be left to the jungle law of survival of the fittest. They will demand a decent standard of living, and, if economic life becomes too hard for them, they may form a most potent group to force some kind of public program to supply their livelihood.

There are some factors now at work which augur well for the mature workers and which will help break down some of the discriminatory barriers against them.

By 1975, the labor force is expected to increase to 91.4 million, a net addition of about 18 million workers.

The increase and the age composition of our labor force indicate we will have to fill a rising number of highly technical jobs from the 45 to 65 age group which is currently being by-passed by some employers.

Another hopeful factor for older workers is the expected continuation of the trend toward more and more white collar jobs. Such a situation puts ever greater premiums on mental agility and alertness which have been sharpened by use and experience. Men and women 45 to 65 will be better able to compete with the under-45 group for white collar jobs where maturity and judgment are regarded as more valuable than physical strength and stamina.

A third element in the job picture of the future is that more and more of the available jobs will require more and more education and training. This is true of both blue and white collar fields.

For the older worker this signals a need to keep up to date in his own field or to learn related skills that will qualify him for jobs in our rapidly changing world. Technology in both business and industry will doubtless continue its revolutionary progress, outmoding old ways of doing jobs. Agility, adaptability, and willingness to accept innovation will enhance the "hireability" of workers young or old in the eyes of prospective employers.

But, whether we talk about today or tomorrow, we cannot ignore the fact that, of the over-45 population, our elder citizens have special problems. Today there are about 16 million persons 65 years or older, of which about 3 million are employed either full-time or part-time. By 1975, if the Nation continues its current patterns of work-life and retirement, there will be 22 million persons 65 or older, of which 4 1/2 million will be in the work force.

The almost universal practice of compulsory retirement, usually at age 65, irrespective of the worker's ability and desire to remain as an effective producer, continues to throw a roadblock toward hiring of men and women about that age.

Compulsory retirement based on age alone fails to consider the mental and physical capacities of the individual worker, which vary greatly among workers of the same age. While a convenient device for ridding the personnel rosters of persons no longer able to meet the pace of the job and who would not otherwise leave employment, arbitrary retirement unquestionably deprives employers of the services of superior men and women.

Here is an area where Government agencies can set an example for private employers by introducing flexibility into their retirement practices to the best interest of both the employee and the Government.

For those persons over 65 who are ready, willing, and able to work, our national policy should be to help them to stay on their jobs or to find new jobs for them.

In addition to improving employment and retirement prospects for the older worker, it goes without saying that means must be found to improve the resources of our senior citizens so that they may have adequate housing, medical care, food, and clothing and live in dignity and self-respect. Social Security benefits, private pensions and annuities, the new Federal-State medical care program for persons over 65 unable to meet costs of illness -- all these are steps in the right direction, but we must admit they do not meet the problems fully. We must do better.

Even the most casual observer soon comprehends there are no magic elixirs, no genie of the lamp, no fairy-godmother, no simple formulae to resolve the infinitely complex and interrelated aspects of our aging Americans.

These are tough problems demanding of private business and of every level of government ingenuity, imagination, fresh direction, constant attention, and a variety of approaches appropriate to the need -- all within the context of our respect for the dignity and the freedom of each individual American.

It is fortunate that our federated system of government permits experimentation and innovation by local communities and individual States. In this way, pilot plants, trial runs, test experiences are possible whereby on a small scale we can learn by actual doing what works and what doesn't.

For instance, regarding the so-called "old" worker, nine States and Puerto Rico have passed laws prohibiting discrimination in employment because of age, just as they prohibit discrimination because of race, creed, color, or national origin.

These statutes bar employers from practicing age discrimination in such employment processes as hiring, discharging, or promoting employees, and in working conditions. Most of these laws prohibit also discrimination by labor unions with respect to union membership rights, and several prohibit age discrimination by employment agencies in connection with referrals to jobs.

Although there is little evidence to date that these laws have effectively prevented age discrimination, the combined experience of these States, brought before the White House Conference on the Aging, may well provide guidelines for Federal legislation that will be effective in prohibiting age discrimination.

If our economy is to continue its high rate of production for a growing population, our older workers must be given equal access in the competitive job market.

If we are to maintain a skilled work force for the defense of our country, our older workers must be allowed to keep their skills up to date, and not grow rusty from inactivity.

If America is to remain in the forefront of world powers, in technology and industry, we must enlist the talent and experience of our ablest workers, regardless of age.

If our Nation is to enjoy full and complete economic health, our older workers must be full-fledged members of our labor force, permitted to contribute their life-long best to employer, to family, and to community.

If our cherished way of life is to win the fight-to-the-finish with the Communist police-state system, we must enlist the best efforts of every capable American.

True, the challenges we face are complex and tough, but America has faced challenges before and met them successfully.

In our own lifetime, the genius of our people has harnessed the tremendous force of the atom to work for mankind. That genius has launched man-made objects into orbit around the moon and around the sun. That genius has sent man faster and farther through the atmosphere and under water than we dreamed possible only a few years ago. The miraculous has become commonplace.

What our scientists have done, therefore, is to apply time plus brains plus resources plus effort to overcome problems once regarded as insoluble.

What our people accomplished in the scientific, technological, and medical fields, we can match in the field of human rights -- for the young, for the middle aged and for the old. With application of time, brains, resources, effort and great respect and tolerance for all our people, we will undoubtedly solve the urgent problems confronting our senior citizens.

As delegates to this Conference you are serving in the best tradition of America in your efforts to attain a better life for our older workers and a status of dignity and opportunity which is their rightful heritage.

## UNDERSTANDING THE AGING PROCESS

by  
Prof. Katharine Handley, Chairman  
Director, School of Social Work, University of Hawaii

I am sure we are all well aware, after this morning's session, that the process of aging is a relative matter and depends to a great extent upon the individual. Nevertheless, there are certain factors, physical, emotional, and social, that need to be understood in connection with the process of growing older. We have three experts on our panel today to help us with that understanding. Each speaker is to have fifteen minutes, and this will leave fifteen minutes at the end of their talks for questions and answers from the floor.

The first speaker is Dr. John Chalmers. Dr. Chalmers is a graduate of St. Louis College in Honolulu and the University of Dayton in Ohio, and he received his medical degree from Northwestern University. At the present time, he is a surgeon with The Medical Group in Honolulu. He has been a lecturer over a period of years with the School of Social Work at the University of Hawaii. He will speak on the physical aspects of aging.

The second speaker is Miss Evelyn Cochran who is an Associate Professor with the School of Social Work, University of Hawaii. Before coming to Hawaii, Miss Cochran taught at The Tulane University of Social Work and the College of William and Mary School of Social Work. She also worked as a medical social worker at the Charity Hospital in New Orleans, Louisiana, with the U. S. Public Health Service in Baltimore, Maryland, and with the National Foundation. She has been the faculty member in charge of the medical social work sequence at the University of Hawaii School of Social Work since 1957. She will speak on the social aspects of aging.

The third speaker is Dr. William Cody of the Hawaii State Hospital at Kaneohe. Dr. Cody is a graduate of Boston College and received his medical degree from Tufts University. His residency in psychiatry was pursued at the St. Elizabeths Hospital, Yale University, and the Hawaii State Hospital. He is a Diplomate of both the National Board of Medical Examiners and the American Board of Psychiatry and Neurology. He also has been a lecturer at the School of Social Work, University of Hawaii, for two years. He will speak on the psychological and emotional aspects of aging.

## PHYSICAL CHANGES IN OLD AGE

by

John F. Chalmers, M.D.  
Surgeon, The Medical Group

Rather than define "old age" and give it numerical classification, I believe we should refer to the process of "aging". Even this is difficult to categorize, particularly since it has been said that "we start to get old the moment we are born" -- and for all practical purposes this is true, for our very first heart beat starts wear and tear on a mechanism which must keep going to keep the rest of us going.

So, if aging begins when we are born, where and when does it begin to be apparent? With the first gray hair, with the first "crick" in our back, or with the solemn notice from the front office: "As you are well aware, our retirement policy states that your services will be terminated on the last day of your 64th year."?

For some reason, probably best known to the compilers of actuarial statistics for insurance companies, old age has been taken arbitrarily as being that nebulous time somewhere around 60 or 65, and thereafter. This is the time when we are supposed to "fall apart".

We are all familiar with the people like Charlie who was still running the elevator at Northwestern University Medical School when he was 77 years old. I asked Charlie one day what kept him going so strong at 77, and with a big smile and twinkle in his eyes, he said, "Being around young people, and a pint of booze every day for the past 50 years!" Others would say, "Because I've never smoked a cigarette or touched a drop of liquor in my life!" Everyone seems to have his own recipe -- and for him, it works.

Nonetheless, changes are taking place, and in discussing these changes, we must place them roughly into two categories -- those attributable to degeneration and those attributable to disease.

The degenerative changes are those associated with so-called "hardening of the arteries", or more specifically arteriosclerosis and atherosclerosis. This process -- the laying down of plaques of cholesterol, in time to be intermingled with, or replaced by, calcium -- either narrows, or diminishes the resiliency of, the arteries which carry the nourishing blood supply to the various organs of the body. Every organ has a fairly rich blood supply and since this occlusive process is generally rather slow the various organs have a chance to compensate, either by setting up what we term collateral circulation, or by diminished activity manifested by a "slowing down" of the metabolic activity of an individual, or the development of conditions such as the so-called "senile diabetes" where the pancreas no longer is capable of producing enough insulin to metabolize sugar properly.

Coronary artery disease, cardiac decompensation manifested by swelling of the feet and ankles, or the accumulation of fluid in the lungs, some forms of high blood pressure, and senility are but a few manifestations of the end result of this occlusive process. In the case of the so-called

coronary or heart attack, a blood vessel to the heart muscle becomes obstructed and the muscle supplied by that area dies for lack of nutrition. The size of the vessel obviously determines the magnitude of the muscle degeneration and generally the outcome. With hardening of the arteries and the loss of their expansile and contractile qualities, the heart is forced to work harder in order to force the blood through the circulatory system; with the end result that, as a muscular organ, this muscle increases in size and may distort the heart enough to make it impossible for the valves within to approximate and work as they should. This is a form of the so-called "leaky heart" and is acquired rather than congenital. Inability of the vessels to expand and contract with the rhythmical beating of the heart may sometimes cause an elevation of the blood pressure by simple dynamics. Senile dementia and forgetfulness are the end result of occlusive processes affecting some of the blood vessels in the brain. These are but a few of the degenerative changes which are manifested by the occlusion of blood vessels. We could go on indefinitely enumerating the other changes which take place throughout the body as a result of this.

These changes, then, are reflected in every part of the body. Tissue demands are less, skin loses its resilience, muscles lose some of their tone. In other words, the metabolic demands are lessened and the production is lessened. This is a vivid, but often unrecognized representation of the axiom, "Demand creates supply". It is a vicious cycle because the demand is no longer there because of the inadequacy of the supply.

In brief, then, the production of the endocrine substances which "keep an individual going" slows with the aging process of the individual. The B.M.R. (Basal Metabolic Rate) or P.B.I. (Protein-bound Iodine) of an 80-year old, or the blood sugar of a 90-year-old may be reported as "normal" because the general metabolism of the individual has accommodated to the level of demand.

Age brings no specific immunity to diseases like pneumonia, tuberculosis, poliomyelitis, cellulitis, infectious hepatitis, etc., other than those acquired through previous illness such as mumps, measles, chicken pox, whooping cough, etc.

It is perhaps very true that the ability to "fight off" infectious diseases diminishes with increasing age but this, I am sure, is largely associated with decreased metabolism rather than the particular causative organism, virus or bacteria, is more virulent than that which strikes a 30-year-old.

Finally, with disease commonly associated with "old age", is raised the spectre of CANCER. There are so many variables here than it is actually impossible to say that "cancer is a disease of old age". As the life span of individuals increases, as our diagnostic aids improve, I am sure that we will statistically find that cancer is on the increase. And this, I am sure, is because of these two factors -- that diagnostic aids are improving and because people are living longer. We know that cancer is more common in the older age group, but the young and middle-aged are not invulnerable.

In conclusion, and though I may be treading on the scope of someone else on this panel, I make the plea for understanding of the "oldster" --

whether they be 50, 60, or 90. Nobody likes to be "left out", to feel that he is not needed. Somewhere along the line in our social scheme, we must encourage the idea that at "60" you're not on the shelf. We must educate people to prepare for retirement, not only financially, but physically and emotionally. This must be reciprocal. We must foster in the "youngsters" the idea that age does not mean decrepitude, but EXPERIENCE and WISDOM, and in the "OLDSTERS" that there are still horizons to conquer and vistas yet unseen.

## THE SOCIAL PROCESS OF AGING

by  
Prof. Evelyn Cochran  
School of Social Work  
University of Hawaii

It is significant that when we think of aging, we virtually always think of "the-problems-of-aging", almost as if it were one hyphenated word (like "dam-Yankee" used to be, in my native Mississippi).

For example, the excellent feature article in last Sunday's (Dec. 4, 1960) Star-Bulletin bore the headline, in red, The Aged: Problems, Problems, Problems, Problems, Problems, Problems -- exclamation point!

The phrase, "Social Processes of Aging", then, may very well be considered synonymous with "Social Problems of the Aging". A more mellifluous term than "problems", however, was used by Dr. Ethel Shanas, Director of the National Opinion Research Center, Chicago, in her recent studies of the aging. She speaks of the attainment of old age by a large proportion of the human population as "a modern invention; an aftermath of the industrial revolution, which -- like all new inventions -- involves accommodation (or adjustment) on the part of society and its members."

But name it what you will, aging is inevitably a time of loss, physically, mentally, and socially, and it is to the problems created by these losses that the aging person must try to accommodate himself, and for which compensations in the form of new opportunities must be found, if he is to make the transition to his latter years successfully.

A list of the social losses that accompany aging would include:

1. Loss of employment (which, indirectly, is the subject of today's discussion).
2. Loss of family and friends, resulting, not infrequently, in social isolation.
3. Loss of income and financial security.
4. Loss of opportunity for recreational and group activities.
5. Loss of self-esteem.

Community attitudes in a society which places highest value upon vigor and the contribution of youth serve to intensify the effect of the losses enumerated.

In exploring the meaning of these losses to the aging individual, let us look at, first, loss of employment.

As was brought out earlier in today's discussion, employment means more to the individual than simply a way of earning a living.

Work exerts an influence on the person that pervades his whole life.

"Making a living" and "making a life" are absolutely inseparable for most mortals. An individual does not make a life in a vacuum. A great part of all his waking hours is spent at his job, and many of his greatest personal satisfactions should come to him, and do if his vocation is suitable, from this source.

In addition to providing the individual with a source of livelihood and financial security, then --

Employment serves as a means of social participation. It is a wedge into a social group. The base for many a lifelong friendship has been laid in the Company's bowling team, or in the stimulating "shop talk" around an exciting -- or difficult -- assignment.

His job determines to a considerable degree the individual's status in the larger society in which he lives. "What do you do?" is one of the first questions of new friends and acquaintances, and his prestige in the community may be enhanced as his answer identifies him with a specific profession or work group.

Some degree of prestige is inherent in every job, for work is a very important part of our American culture. The "eleventh commandment", which Dr. Wermel so deplored this morning -- "Thou shalt earn thy bread by the sweat of thy brow!" -- is still in force. There is an historical reason for this which dates from Colonial days. The need to conquer a hostile country, and, during the American Revolution to become self-sufficient, forced everyone to contribute toward the common good. Little sympathy was given, but instead open hostility and punishment were directed toward anyone who did not assume his share of the responsibility.

A job gives the individual a feeling of usefulness. His self-respect is increased by his feeling of being needed, and of contributing to the family's and the community's economy.

The more meanings that work holds for the individual over and above that of providing a source of income, the longer he will want to continue past the usual retirement age. These extra-economic meanings of work become increasingly important to him as his level of skill arises.

Loss of the therapeutic value of work through forced retirement, then, may bring to the older person loss of prestige, self-esteem, and social participation as well as reduced income and economic stress....

The loss of family and friends is an inescapable concomitant of aging.

Children grow up and move away. They are occupied with bringing up their own families and working at their own jobs. Feelings of loneliness and of being no longer needed or wanted constitute a common problem for the aging which defeats even the strongest personality at times. The reversed roles, in which the parent is dependent upon the child who formerly depended upon him, puts additional strain upon the older person's self-esteem as well as upon the familial relationship itself.

Most modern housing does not permit the living together of three-generation families, even if this were desired by both the "adult" and the "aging"

generations. A physical separation, with homes in different buildings, does not necessarily mean abandonment of the aging parent by his grown-up child-rent, obviously. But lack of communication with them, coupled with living alone, may serve to aggravate the feelings of frustration and bewilderment which follow deprivation of one's niche of usefulness to family and society.

Lifelong friends die, each successive loss leaving gaps in his network of human relationships that are beyond healing. George Bernard Shaw effectively expressed this loss in writing of the death of a dear friend: "All of us, as the years slip by, face increasingly the problem of living with the abiding subtractions of death."

A study of isolation in later life which was completed in Chicago recently, using a sample of Old Age Assistance recipients, made an interesting distinction between the two types of isolated persons discovered. These were described as the "isolates" and "desolates". The "isolates" had always been that way. They had never had any close personal relationships and were maintaining in later life a pattern which they had followed in youth and middle age.

The other type were isolated older persons who were accustomed to close relationships in youth and middle age but who had only a few surviving near relatives or friends. These, unlike the lifetime isolates, felt their isolation greatly. These were the "desolates".

Loss of income and loss of opportunity for recreation and participation in group activities will not be considered separately, as attention was given to both problems in conjunction with that of loss of employment.

We hear a great deal about "images" these days -- not in the sense of a mirrored reflection of what we actually are, but the "image" or mental picture that we have of ourselves and that older people have of us as we play out our various roles in society, as "mother", as "daughter", as "teacher" or "social worker"; as "father", as "son", as "physician". And we know that the image other people have of us is perhaps the strongest determinant of what our own image of ourselves will be. Community attitudes which tend to expect the other person to fill a role which is essentially passive and unproductive will eventually distort his conception of himself and of his abilities to that selfsame "image".

This pervasive community attitude represents a cultural lag. Despite the knowledge that we possess in this area, the American culture has thus far failed to provide a meaningful role for the person who has lived beyond the traditional period of usefulness. A possible exception is that part of the culture of our own state which still bears the imprint of its Oriental ancestry. And, speaking parenthetically, for it is not my function on today's program to suggest solutions to the problems which I have presented, we in Hawaii will lose a rare opportunity should we fail to capitalize on the values inherent in this multicultural community with reference to the status of the aging.

I should like to conclude these comments with a positive "image" of the aging person, excerpted from a research project on adjustment to old age conducted two years ago at the University of Chicago by Professor Robert J. Havighurst and Ernest W. Burgess. Their study was designed to measure the

personal and social adjustment in old age of persons in a variety of occupational, religious, and cultural groups. The older persons found to have the highest adjustment scores were married and living with their spouses, rated their health as fair or better, had had no marked decline in health in the preceding ten years, participated in both secular and religious activities, had plans for the future, believed in an after life, and regardless of calendar age, considered themselves "middle-aged"!

To the extent that the aging individual maintains his health and financial security and finds new opportunities for usefulness and new sources of companionship, he appears to make the transition to the later years rather easily. There is evidence, however, that a large proportion of aging and older people are not finding their needs met. Results are seen in premature physical and mental deterioration, and in such personality changes as constriction of interests, withdrawal, irritability, submission and paranoid tendencies.

The challenge of an aging population, the task before society, is twofold. First, there is the problem of creating an environment in which the normally aging person can remain a self-sufficient member of the community, finding new opportunity for utilizing his accumulated experience and wisdom and for satisfying his other basic needs. A second challenge is that of providing facilities and services for those in whom the aging processes, disease and malnutrition, poverty, social isolation, and personality deterioration have made encroachments.

## PSYCHOLOGICAL PROBLEMS IN AGING

by  
Dr. William J. T. Cody  
Medical Director, Hawaii State Hospital

Mental health in elderly persons is often a much discussed but much misunderstood subject. If we get our ideas straight about mental health, we are then in a better position to consider this point. Mental health can be defined as an optimal psychological state wherein there is a smooth and harmonious balance between the various components of the personality on one hand and with the environment on the other, as manifested in the maximum use of psychic energy in constructive work, heterosexual adjustment and altruistic living. Flexibility is also an important hallmark which allows a normal individual to utilize a wide range of possible reactions, based on external reality and not on a rigidly constructed pathological internal defense system. Mature people have a healthy interest in what is going on about them. They meet each new problem with a desire to solve it as well as learn from it.

From this, it will be seen that the mental health of older persons can be threatened by internal pressures as well as external reality. Erik Erikson speaks of the central issue in old age as one of ego or personality integrity versus despair. By despair, he means the feeling that time is short, too short for the attempt to start another life and to try alternate methods of achievement and success.

Hence, the older individual not only has to cope with obvious reality problems such as lowered income, (frequently) impaired health and possible family rejection, but also the major internal problems of maintaining emotional stability and preserving ego integration.

Flexibility in the older person is limited because personality characteristics have become firmly fixed. Disturbances in judgment may occur owing to rigid, inflexible personal standards, limiting the possibility of a choice based upon all the factors in the situation. Vision may be less acute, manual dexterity may be impaired. Consequently there is considerable difficulty in coping with new tasks and yet the environment is often filled with just such new challenges to the aging individual.

Very frequently there are defects in remembering recently acquired data, new names, addresses, procedures, etc. Such an incapacity may be quite serious as, for example, an older person who wanders away from home and becomes lost and cannot remember where he lives. However, old memories remain firm, and it should be noted that this dwelling on the past is not simply the result of an inability to retain new material but in many cases is due solely to the fact that such recollections produce pleasant feelings of previous high esteem by self and others.

All these difficulties and frustrations are very exasperating to the individual so handicapped and may well be the main cause of the constant irritation often seen in older people. It might be said with some degree of justification, that many of the problems of the aging individual have to do with the attitude of his society towards him rather than on the individual's own physical or emotional problems. Finally it should be emphasized

that we must not commit the serious error of believing that all of the problems of an old person are simply due to the fact that he is old. Many of the problems of the aging individual have to do with the aging process, it is true, nevertheless, there are many which are emotional in nature and which are not at all peculiar to an old person. If we bear this in mind, we may be able to deal with some of the problems of the old individual with much more objectivity, expectation and optimism.

INDUSTRY AND LABOR  
LOOK AT PREPARATION FOR RETIREMENT

by  
Dr. Harold S. Roberts, Chairman  
Director, Industrial Relations Center  
University of Hawaii

A great deal of attention is currently being given to the problem of retirement. Much of this interest results from the increasing number of persons who have retired and those who are getting close to retirement. The estimates of individuals of age 65 and over which is close to 16 million and will reach close to 20 million by 1975, poses a problem for local, state and national governments, as well as for labor and management.

Recent negotiations have included health and welfare programs, pension plans, and deferred profit sharing plans designed to provide additional regular income for employees when they retire from active industrial employment. Recognition by labor and management has manifested itself not only in collective bargaining and contract provisions, but also in specific educational programs directed toward individuals who are close to retirement and those who have already left active employment. The problems which labor and management face and which they seek to resolve will be presented by our very able panel members this afternoon. Questions from the floor will be accepted after all the panel members have made their presentation.

Our first speaker is Mr. Earle R. Ross, Director of Industrial Relations of the Hawaiian Telephone Company. He is a graduate of Punahou and received his B.A. in Economics and Business Administration from Washington State College. He is active in many community groups -- Kiwanis, Punahou Alumni, Chamber of Commerce, Junior Achievement Program, to mention only a few. He is thoroughly versed in personnel administration having held many positions with the Hawaiian Telephone Company during the last 20 years.

Our second speaker is Mr. A. S. Reile, AFL-CIO Representative of the Hawaii-Pacific Area. He has spent 7 years in that position which provides wide opportunity to understand the Hawaiian labor relations scene. For 7 years prior to that post he was Secretary-Treasurer of the Central Labor Council and Business Agent for the Ironworkers Union, Local 625. He has served as a member of the Charter Commission, the Hawaii Employment Relations Board, the Advisory Council on Adult Education, the White House Conference on Education and taken part in community work among such groups as the Red Cross, Community Chest, Vocational Rehabilitation, Children and Youth and many others.

Our next speaker will be Richard E. Robb, Vice-President and Industrial Relations Director of the Honolulu Gas Company. He attended the Pennsylvania State University, is a graduate of the Naval Academy, completed his M.A. degree at Stanford University and has taken graduate work at the University of Hawaii. Mr. Robb is an active member of our community and well versed in the industrial relations and management area.

Our final speaker will be Mr. Alvin Shim, a partner in the law firm of Gill, Doi, Shim, Naito and McClung. He is a part-time lecturer in the

Department of Economics and Business at the University of Hawaii. He earned his B.A. degree from the University of Hawaii and his law degree from George Washington University. He has had broad experience in the industrial relations area, including work with the Wage Stabilization Board of the Federal Government and as business agent for Unity House. Mr. Shim is well versed in labor law and contract administration.

## INDUSTRY'S INTEREST IN THE OLDER WORKER

by

Earle R. Ross

Director of Industrial Relations, Hawaiian Telephone Co.

The subject which Mr. Robb and I have is Industry's Interest in the Older Worker. Aside from the purely social aspects of this question whereby Industry recognizes its deep responsibility to the nation, Industry knows that being interested in the older worker is just good business. Probably one of the most important reasons is that the older worker's attitude towards the Company can be helpful or harmful. If his attitude is negative his productivity can be greatly affected in several ways. The amount of output could be reduced, either voluntarily or subconsciously, or the quality of his work may be affected. It may show in his attendance, and minor illnesses and other excuses may be used as reasons for being away from the job more often. In addition, the employee's safety record may suffer. Also, if the employee has a negative attitude towards the Company, it could have a significant influence on his co-workers. This influence may be reflected in discontentment and their work performance would likewise suffer. The employee's negative attitude could also have serious consequences on outside sources. He could damage the Company's reputation as a good place to work or he might injure the Company's competitive position in the sales of its products.

Because of these reasons it is obvious that it is important to keep all employees in the right frame of mind. It is also important to the Company to be interested in the older worker because the older worker is usually a trained and skilled employee who has made a large contribution to the Company. Hence, the Company recognizes a real obligation to the older employee. In some areas the older citizens are the only ones available in the labor market. Obviously in such situations the older citizens are of prime importance to the Companies operating in those areas. Because of the aging population this problem could become more acute as time goes on.

Industry is attempting to do a number of things to meet the problem of the older worker. Some of these things are:

- 1) More companies are establishing private pension plans. At the present time approximately 19 million people are covered by private pension plans. It is expected that there will be constant growth in the number of private pension plans and persons covered in the near future.
- 2) Many companies are looking at their normal retirement ages. Some are raising them from age 65 to age 70 or 75 or even 80. Some are removing the normal retirement age requirements entirely and are establishing late compulsory retirement ages; others are not changing the normal retirement age but are extending employment to those who wish to continue working beyond the normal retirement age, based solely on their ability to continue to perform.
- 3) Companies are helping employees to prepare in advance for retirement by various means. As examples, some companies are helping employees with budgets as an encouragement to provide a basic income after retirement.

They are also regularly advising employees as to the size of their expected pensions. Other companies are advising employees of their benefits under the Social Security Act. Some companies will help employees with their income taxes and estate planning where requested. These programs are voluntary and in all companies are open to all employees. Although I am not at all sure how effective these programs are, nevertheless, they are indications of concern by Industry with the older worker and his problems.

- 4) Companies are taking other steps regarding retirement. Some companies permit their senior citizens to retire gradually over a period of years. There is also a distinct trend in Industry to broaden the basic pension plans to provide for disability pensions and more liberal deferred vesting features. Other companies have gone into stock purchase plans which for all intents and purposes are deferred income plans.

Another matter pertaining to the senior citizens which greatly concerns Industry is medical aid for the senior citizens after retirement. Because of this concern, approximately half of all Americans 65 or over now have health insurance protection. Industry feels strongly that medical costs for the aged should be financed privately rather than through an amendment to the Social Security Act. Consequently, the Chamber of Commerce is supporting the growth of private Blue Shield and Blue Cross types of Plans for the aged. In the State of Hawaii the Hawaii Medical Service Association offers a liberal Plan V program to the retiring employees of all companies who carry HMSA Plans. If the employee upon retiring signs for this Plan within thirty days after retirement, he is acceptable regardless of age.

Another effort being made by Industry is in the field of employment. More companies are hiring employees on a part-time and temporary basis. Others are liberalizing their maximum hiring age so that older applicants can be hired if they have the ability to perform the work.

Although the problem of an aging population is serious, it might not be as serious as the politicians who are interested in more government control make it out to be. Industry is aware of the problem and is moving forward to meet it. From an article in Nation's Business, November, 1960, come these facts:

In Vermont, the state with the highest percentage of residents 65 and older, the state medical society decided earlier this year to find out just how older people pay their medical bills. Vermont doctors reported on 5,172 patients aged from 65 to 106.

The survey found that only 13 per cent were bed-bound or chair-bound, that 66 per cent live with spouse or relatives as part of a family group, that 20 per cent are still working, that 50 percent are on social security, 16 per cent receive Old Age Assistance and 13 per cent get pensions from retirement plans.

Some 52 per cent of these patients have some sort of prepaid medical plan. Another 29 per cent said they pay medical bills from savings or income. The patient's family planned to pick up the bill in another 12 per cent of the cases. For the few remaining patients, the city

or town welfare agency paid the bill or the doctor made no charge. The medical society concluded that its survey results "indicate a substantial measure of financial independence among elderly Vermonters for their own professional medical care requirements".

University of Kentucky researchers, in a study of rural Casey County, Ky., found that even in this depressed farming area relatively few old persons had serious medical-financial troubles.

Of the 627 men and women interviewed, four out of five of the men and two out of three of the women considered themselves retired or unable to work. The average annual money income reported by the men was only \$815 and by the women only \$715.

The elderly men and women were asked whether there were things they had to do without because of lack of money. In spite of the low income, half the men and a little more than half the women said "No". Only about 10 per cent of those who said they felt deprived -- which is only five per cent of the total -- said they lacked health services because they did not have enough money.

In still another recent survey of the aging, these elders were seen to be solving their medical care problems themselves. This study was made by the National Conference of Catholic Charities. Everyone older than 60 was surveyed in the St. Rose of Lima Parish of Milwaukee, Wisc. This is what was found:

Only six per cent of the men and nine per cent of the women thought of themselves as having poor health. All those who were too ill to leave their homes had some member of the family to take care of them.

When asked who would take care of them when they got sick, all but four per cent said they would be able to make some arrangements for care. Of those widowed or single or childless, about one in 10 said he could count on a friend or neighbor in time of sickness, and a few said they would get hired help.

Nine out of 10 in the study said they had enough to live on or were comfortably fixed financially. In the normal give and take of family life, the older people were counting on giving as well as getting help when illness struck, the study made clear.

In earlier studies in St. Louis, Cleveland and Buffalo, the National Conference of Catholic Charities asked elderly persons who would pay for hospitalization if it were necessary. Between 80 and 90 per cent said they had hospitalization insurance, savings, or potential help from relatives.

To further support my conclusions, here are a few authenticated statistics from the Chamber of Commerce:

- a. There are now 19,000,000 persons covered by private pension plans.
- b. There are now 10,600,000 persons receiving Social Security checks.

- c. There are now 1,000,000+ persons receiving veterans' checks.
- d. There are now 1,000,000+ persons receiving government pensions-  
Civil Service Railroad retirement.
- e. There are now 1,500,000+ persons receiving business pensions.
- f. There are now 1,000,000+ persons receiving annuity income.
- g. Three-fourths ( $\frac{3}{4}$ ) of all Social Security pensioners own their own homes,  $\frac{9}{10}$  of them mortgage free.

## LABOR'S INTEREST IN THE OLDER WORKER

by  
A. S. Reile  
Representative, AFL-CIO, Hawaii-Pacific Area

Organized labor is, of course, interested in the problems of the older worker. These problems, by and large, are the same as for all workers, with probably more emphasis being placed on keeping the older worker employed and preparing him for retirement.

Retirement for the older worker, without special preparation and provision, can be an ordeal and not the pleasant experience that the average layman, who is twenty or thirty years away from retirement, envisions.

Organized labor, in its collective bargaining agreements, incorporates provisions designed to look after the economic and physical welfare of workers from the time they enter employment until they reach retirement age. A worker upon being employed in a plant under union contract finds that he not only enjoys the higher wages and the shorter number of hours in a work week, but also conditions of employment that will ensure his continued employment, up to the time of his retirement, in spite of the many hazards that may beset him or the industry he is employed in. He finds that the collective bargaining agreement between his employer and his union generally provides for job security, paid vacations and holidays, sick leave, group health and life insurance, and pension benefits. If he is in the automobile industry, where there is seasonal unemployment, he finds an added benefit called Supplemental Unemployment Benefits, which ensure that he will be able to maintain a decent standard of living during the period of time that his plant changes over to produce a new model.

Some collective bargaining agreements make provision for severance pay in cases where a plant decides to change its location, for one reason or another. The conflict of ideology and the terrible range and power of the weapons that have been developed in the last fifteen years, has made it necessary to decentralize our country's key industries, a process which has been quietly going on for a number of years. Workers affected by such moves have either been moved, together with their families, to the new sites, or in cases where an employee is unable, or unwilling, to make the change, he is given early retirement or severance pay. In either case, it acts as a cushion in preparing him for new employment, or in adjusting to retirement.

The needs of the retired worker are:

- (1) an adequate income;
- (2) decent housing;
- (3) continued health care; and
- (4) planned activities that will sustain the retired worker's interest and enable him to live out his allotted span of years in health and happiness.

Labor unions are active in attempting to fulfill these needs, through collective bargaining, legislation and education.

Many pension plans negotiated with employers provide for pension

payments which are in addition to Social Security payments or income derived from investments. A number of the unions themselves provide for pension payments to those members who have maintained their membership in the union for a stated number of years, and who are 65 years of age. A few even provide for pension payments for those of their members who become disabled on the job.

Labor unions have been the greatest supporters of public housing for persons of low income, including specially designed housing units for retired senior citizens. Some of the larger labor unions have built housing for their members, both working and retired. The Amalgamated Clothing Workers of America and the International Ladies Garment Workers Union, both AFL-CIO affiliates, are two of the most active in this area, and there are others.

The health needs of retired workers are recognized by labor organizations, and increasingly there are provisions in the health insurance programs negotiated with employers, that provide for continued medical care after retirement. The AFL-CIO is extremely active in trying to bring about the passage of the Forand Bill, which would provide medical care for the aged, through additional contributions into our present Social Security system. The American Medical Association vigorously opposes this Bill, but recognizes the need. Their approach to the problem, however, is totally unacceptable to organized labor, who brand it as being both unworkable and inadequate.

The last need, that of planned programs for retired workers, is one which the labor movement is cognizant of and is attempting, through various means, to do something about. Representatives of labor all over the country are actively participating in organizations concerning themselves with the problems of the aging. A number of unions have also taken upon themselves the task of providing educational programs to prepare older workers for retirement. Tied in with this are courses in art, dramatics and the like, which they either provide their membership, or arrange to make available to them through such existing facilities as schools, churches, neighborhood settlement houses, etc.

The programs and efforts by labor organizations, on behalf of the older and retired worker, are far from perfect, or universal. However, they do point up their interest in the welfare of these people, and hold out a promise of a healthier and happier life for all senior citizens in our country.

## A DIFFERENT ASPECT OF RETIREMENT

by  
Richard E. Robb  
Industrial Relations Director, Honolulu Gas Co., Ltd.

Modern American man is developing a facet of his character which the American Catholic Bishops deplored at the conclusion of their annual meeting in Washington early in November 1960. This character deficit is his lack of "personal responsibility" -- which can be found in his family life, in his concept of the international order, and in his business and economic life.

Validation of this theory, as regards his business and economic life, can be found in my own company. The management, concerned with the economic status of its retired employee, unilaterally installed a pension plan in 1938. Subsequent to the unionization of our employees in 1942, this program, which was and is on a contributory basis, was liberalized during the 1949 negotiations by providing larger benefits at retirement. These increased benefits required larger contributions by both the employer and the employees.

From its inception, all employees were enrolled in the plan upon completion of one year's service with the Company. Until 1953, the program had been considered a condition of employment -- when in effect, it never had been. When this information became known generally, we have had withdrawals from our plan on a continuing and increasing rate. Today more than a third of our employees are not participating in the Pension Plan for hourly-paid employees. Some withdrawals were for valid reasons; however, most of these employees withdrawing remarked that Social Security would take care of them after retirement. Rather than join with the Company in assuring themselves of a comfortable and dignified life in retirement, many of our employees then are willing to limit their retirement incomes solely to Social Security benefits -- which, incidentally, since that program is not a pay-as-you-go basis, will be paid for by people who have not joined the labor force. Certainly this lends credence to the validity of the Bishop's charge of "lack of personal responsibility".

One solution is to negotiate a revised Pension Plan -- with enrollment a condition of employment -- with our union representatives. This will be attempted at our next negotiation.

The incoming Administration is committed to the establishment of a medical care program for the aged, tied into and supported by Social Security taxes. No need has been shown for this program; the private insurance industry has partially solved this problem. The politicians have proceeded on the fallacious assumption that all retired employees over age 65 need public assistance of this nature. This approach by government to take over the medical care of retired employees will have the corroding effect of lessening the American man's sense of "personal responsibility".

# LABOR'S INTEREST IN THE OLDER WORKER

by  
Alvin T. Shim  
Attorney, Gill, Doi, Shim, Naito & McClung

## General Outline

- I. Background and assumptions
  - A. "Labor" means labor unions.
  - B. "Older worker" means a person retired or unemployed because of old age.
  - C. Older worker is:
    1. An economic man who needs food, housing, clothing, medical care and other material goods; and
    2. A spiritual man who needs recognition, response, respect and freedom.
- II. Objective. To satisfy the economic and spiritual needs of the older worker in a free society.
- III. Problem. The economic and spiritual needs for a great number of older workers are not being satisfied. A better description of the problem is found in the "Selected Readings of the Problems of the Aged and Aging" prepared by the Industrial Relations Center of the University of Hawaii.
- IV. Labor's interest. What has been labor's interest in solving the problem of the aged?
  - A. Interest of the federation and international unions is greater than that of local unions, but still inadequate. Local unions have a difficult time just trying to cope with the day-to-day problems of unionism. Consequently their activity concerning problems of the aged is quite restricted.
  - B. Interest of labor evidenced mainly in three areas viz., in collective bargaining, legislative activity and consumer activity.
    1. Collective bargaining. Labor negotiates provisions affecting the older worker, e.g., pension plans, funeral benefits, seniority clauses and training programs.
    2. Legislative activity. Labor lobbies for legislation affecting the older worker, e.g., social security, medical care for the aged, low income housing for the aged, tax exemptions for the aged and fair employment practices for the aged.
    3. Consumer activity. This is an area of relatively new interest on the part of labor. The purpose of this activity is to organize the purchasing power of labor

and its members to obtain volume economies for the benefit of its members and thereby increase the purchasing power of wages and fixed incomes of the aged.

- C. Labor's general attitude has been to let private enterprise resolve social problems if possible. When, however, private enterprise is unable to resolve major social problems, labor is inclined towards soliciting governmental aid in the form of social legislation and programs.
- D. In a society where legislative decision making is influenced by countervailing social, economic and political forces, labor is probably the greatest single force pushing for social legislation to correct social problems. Labor, however, still has a great need for improvement and effectiveness in this area. The problem of the aged is so great and so complex that legislative action is required. The aged will find labor sympathetic to its problems and will probably get more support from labor once labor's leaders are made sufficiently aware of the problems of the aged.

--oOo--

Dr. Roberts: I would like to thank the members of our panel for a very interesting and stimulating presentation of our subject, and the members of the audience for their active participation during the discussion period.

In behalf of the University I would like to thank all those who have helped to make this Conference a success--the panel chairmen and speakers, the press, the delegates to the Conference, and our active audience. Special thanks go to Mrs. Alexander Faye, the Executive Secretary of the Commission on Aging, who participated so ably at all stages of the Conference.

--oOo--

Questions and Answers presented during the panel discussions have not been included.

## CLOSING REMARKS

Dr. Roberts: Senator Oren E. Long had agreed to take part in our Institute. Those of you who are familiar with Senator Long know that he has had a continuing interest in this vital community problem and that he has been active in promoting legislation designed to meet some of the problems of the older worker. His schedule as a member of a Senate subcommittee has made it impossible for him to be here this afternoon. He has asked me to convey his continuing interest and his support for the older worker.

As you know he was co-sponsor of Senate Bill 3807\* to establish the U. S. Office of Aging. Among the members proposing this legislation were Senator McNamara, chairman of the special Senate Committee on Problems of the Aging, as well as Senators Humphrey, Randolph, Murray, and others.

In concluding my remarks, I thought you would be interested in the statement by Senator McNamara on the floor of the Senate when he introduced the bill establishing a separate Office of Aging to coordinate the various federal programs as well as to keep informed on state developments. Senator McNamara summarizes very effectively the thinking of his Committee as well as many citizens on the overall objectives of the national program. He said in part, and I quote:

"Mr. President, it is one of the great achievements of history that there are now 16 million Americans over age 65 and 20 million will be over 65 just 15 years from now. We are faced with a population explosion at the far end of life's cycle.

Instead of boasting of machines and gimmicks, let us boast of human beings. Let us boast that while once even the wealth of monarchs could not prevent early mortality, people of every income and social level now can expect long lives. Of all the revolutions wrought in this revolutionary 20th century, this is one of the most profound.

It brings us to a new frontier in the history of man's development, a frontier roughly comparable to the human territory opened up by the invention of psychology and psychiatry.

Living longer means that the entire territory of innate resources must be cultivated to their fullest. They must be given the setting and climate in which to flower.

Let us bend some of the ingenuity which has devised so many marvelous machines -- electronic brains, stereophonic phonographs, weather satellites -- to the greater task of making life worth living for the millions of us who are reaching retirement age."

---

\*Senate Bill 3807 is to be found in Appendix A.

## APPENDIX A

### Senate Bill 3807 to Establish the U. S. Office of Aging

#### The U. S. Office of Aging

1. The act establishes the U. S. Office of Aging in the Department of Health, Education, and Welfare.

2. It creates a new position of the Assistant Secretary of Health, Education, and Welfare for Aging to be head of the Office of Aging and to be appointed by the President, by and with the advice and consent of the Senate.

3. Functions of the Office: (a) A clearing house of information related to problems of the aged and aging; (b) assist the Secretary in all matters pertaining to the aging; (c) administer grants provided by the act; (d) conduct research and demonstration programs in the field of aging; (e) provide technical assistance and consultation to States and localities; (f) prepare and publish educational materials dealing with welfare of older persons; (g) gather statistics in the field of aging.

#### Grant programs.

The act provides for three types of grant programs to be administered by the U. S. Office of Aging within the Department of Health, Education, and Welfare.

1. Planning grants of \$2,090,000 (\$40,000 to each State -- \$10,000 to the Virgin Islands) to assist each State to conduct studies, develop plans for new programs, and improve and coordinate existing programs.

2. Project grants to the States to initiate and operate projects to further the policies set forth in the Declaration of Objectives for Senior Americans.

(a) For the fiscal year ending June 30, 1961, \$10 million are authorized for appropriation, rising to \$15 million in 1962, \$20 million in 1963, and \$25 million for fiscal year 1964.

(b) These funds are to be granted to the States in accordance with a Hill-Burton formula of matching grants, with a minimum of \$50,000 to each State.

(c) State plans for such project grants shall be approved by the Secretary.

3. The act authorizes grants to nonprofit institutions and organizations to conduct research and training programs. The sum of \$2 million is authorized for this purpose.

#### An advisory committee on the aged and aging.

The Secretary is authorized to establish an advisory committee on the aged and aging composed of professional and public members.

An interdepartmental committee on problems of aging.

The act authorizes the creation of an interdepartmental committee on aging composed of the Secretary of HEW as chairman, and the Secretaries of Labor, Commerce, Treasury, and Agriculture, and the Administrators of HHFA, VA, and the Civil Service Commission.

1. Functions of the interdepartmental committee: (a) To strengthen and coordinate existing programs in the departments; (b) advise the President with respect to executive and legislative action; (c) facilitate Federal, State, local relationships across departmental lines.

2. The Assistant Secretary of Health, Education, and Welfare for Aging is to be the executive director of the committee and he would utilize the services of the U. S. Office of Aging as the staff of the interdepartmental committee.

Reports to the President and the Congress.

The Secretary of HEW is to submit to the President and the Congress a report of programs under this act in the field of aging by January 1, 1962.

Section-by-Section Analysis

Title I. Declaration of Objectives;  
Definitions

Section 101: The Congress finds and sets forth as the policy of the United States a declaration of objectives for senior Americans as follows:

(1) An adequate income; (2) the best possible physical and mental health; (3) suitable housing; (4) full restorative services; (5) equal opportunity to employment; (6) retirement in health, honor, and dignity; (7) pursuit of meaningful activity; (8) efficient community services when needed; (9) immediate benefit from proven research knowledge; (10) freedom, independence, and the free exercise of initiative.

Section 102: Defines the "Secretary" as Secretary of Health, Education, and Welfare.

Defines "Assistant Secretary" as the Assistant Secretary of Health, Education, and Welfare for Aging.

Title II. U. S. Office of Aging

Section 201: (a) This section creates the United States Office of Aging in the Department of Health, Education, and Welfare.

(b) It authorizes the appointment of an Assistant Secretary of Health, Education, and Welfare to head the office of Aging.

Section 202: Lists the function of the Office of Aging as follows:  
(1) Clearinghouse for information; (2) assist the Secretary of HEW on all matters of aging; (3) administer grants provided in the act; (4) conduct and

arrange for research and demonstration programs; (5) provide technical assistance and consultation to States and localities; (6) prepare and publish educational materials; (7) gather statistics in the field of aging.

### Title III. Planning Grants

Section 301: Authorizes an appropriation of \$2,090,000 to assist the States in conducting studies and developing plans for new programs, or improving existing programs in aging.

Section 302: Sets forth the conditions under which the Secretary shall approve plans for planning grants. The plans should include: (1) Designation of a State officer or agency with responsibility for developing plans; (2) evidence that consultation has taken place with other State agencies; (3) provision for an analysis of needs and potentialities in the State and a set of priorities; (4) reports by the designated State agency to the Secretary.

Section 303: The appropriation for planning grants is to be allotted in equal shares among the States, except that the Virgin Islands shall be allotted \$10,000.

### Title IV. Project Grants

Section 401: (a) Authorizes appropriations to assist the States to initiate and operate projects to fulfill the objectives of the Declaration of Objectives for Senior Americans. Authorized appropriations are: \$10 million for the fiscal year ending June 30, 1961; \$15 million -- June 30, 1962; \$20 million -- June 30, 1963, and \$25 million -- June 30, 1964.

(b) Plans are to be submitted by the States to the Secretary and he shall approve a State plan if he finds that it includes provision for: (1) Projects which will further one or more policies of the Declaration of Objectives for Senior Americans. (2) Administrative responsibility in a single State officer or agency. (3) Coordination of State and local programs. (4) Consultation with voluntary organizations. (5) Financial participation by the State in each major category of service and the method of allocating funds among participating agencies. (6) Proper methods of administration. (7) Reports by the State officer or agency administering the plan.

Section 403: The sums appropriated for project grants are to be allotted to each State in accordance with the ratio of its population aged 65 or over to the total such population for the country. The allotment of no State shall be less than \$50,000.

Funds not used by any State may be reallocated among other States for the succeeding fiscal year.

The Federal share of the grant varies in accordance with the per capita income of each State, except that the Federal share shall not be less than  $33 \frac{1}{3}$  percent or more than  $66 \frac{2}{3}$  percent.

The Secretary of HEW is to announce the Federal shares between July 1 and September 30 of each odd-numbered year.

## Title V. Grants to Institutions and Organizations

Section 501: Grants are authorized amounting to \$2 million to non-profit institutions and organizations to train personnel in the field of aging and carry out research.

## Title VI. General Provisions

Section 601: (a) The Secretary of Health, Education, and Welfare shall cooperate with and give technical assistance to States and localities in matters relating to the needs of older persons.

(b) The Secretary is authorized to make rules and regulations for carrying out the act.

(c) There is an authorization for the necessary sums to administer the act for each fiscal year.

Section 602: The Secretary is authorized to establish an Advisory Committee on the Aged and Aging composed of professional and public members to advise and assist him in the administration of the act.

Section 603: Sets forth the method of computing payments by the Secretary under title IV of the Act.

Section 604: Provides for conditions under which payment can be withheld and for judicial review.

Section 605: (a) The act establishes an Interdepartmental Committee on Problems of Aging composed of the Secretary of HEW as chairman, the Secretaries of Labor, Commerce, Treasury, and Agriculture, the Administrators of the Housing and Home Finance Agency, and Veterans Affairs, and the Chairman of the U. S. Civil Service Commission.

(b) Functions of the Interdepartmental Committee: (1) to strengthen and coordinate existing programs, (2) to advise the President on legislation, (3) to facilitate Federal-State-local relationships on an integrated basis.

(c) The Assistant Secretary of HEW for Aging is to serve as the Executive Director of the Committee and to use the Office of Aging as the staff for it.

Section 606: Directs the Secretary to transmit to the President and Congress a report on the administration of the act with recommendations as he deems advisable.

APPENDIX B

MEMBERS OF THE INSTITUTE

Thomas C. Aana	Mrs. Priscilla Gibson	Chad Penhallow
Mrs. Rosalind Akana	Mrs. Jeanette Gomo	Mrs. Charles F. Poole
Mrs. Katherine H. Allen	Mrs. Alice M. Gordon	Charles F. Poole
Cyrus E. Ambler	Mrs. Katharine Handley	Dr. Stanley Porteus
Mrs. Cyrus E. Ambler	Sigrid Hannestad	A. S. Reile
Frank Ambler	Robert K. Husegawa	James Rhoads
James Andrews	Dr. Ira Hiscock	Richard Robb
Miss Lillian Austin	Helen M. Hoover	Dr. Harold S. Roberts
Mrs. Celestine S. Barbour	Mrs. Chiyo Izumi	Mrs. Lula G. Roberts
Mrs. Maude O. Beers	Forrest Knapp	Earle Ross
Dr. Leo Bernstein	Lulu H. Johnson	Mrs. Mary A. Sabate
Mrs. Dora L. Beyer	Mrs. Sarah Kamakau	Edna K. Sakamoto
Mrs. Agnes C. Bickerton	Kathleen Keating	Nobuo Sato
Scott B. Brainard	Dr. Youtaik Kim	Mrs. Sarala Sharma
Capt. Harold D. Broughton	Mrs. Helen R. Kluegel	Marie H. Sharp
Carl Burghardt	Stanley T. Kudo	Alvin Shim
Mrs. Bernice Burum	Eddie Lapa	Seiko Shiroma
Mabel G. Butske	Miss Millicent Larson	Mrs. Mary K. Silva
Mrs. Henry Caldwell	Joseph K. C. Lee	Sister Jane Marie
Mrs. Vivian Castro	Mrs. Adele Levine	Dr. N. R. Sloan
Emilio S. Calavinas	Dr. Max Levine	Rockwell Smith
Margaret M. L. Catton	Sylvia L. Levy	Miss Eva H. Smyth
Mrs. Emilia Centeio	Mrs. Mary M. Litaker	Charles C. Spalding
Dr. John Chalmers	Mrs. Rufus Longmire	Ethel J. Spaulding
Hung Dau Ching	Glorinda Lucas	George A. Stepp
Miss Evelyn Cochran	Anastacio B. Luis	Dr. Yoshino Sugino
Dr. William Cody	Miss Margot MacDermid	Tom T. Tagawa
Mrs. M. Gay Conklin	Mrs. Aldine Marques	Given Tang
Mrs. Ruth Croft	Mrs. Patience Martelon	Margaret S. Taylor
J. Pia Cockett	Benjamin Marx	Mrs. C. W. Trexler
Louise Crute	Miss Joyce Matsumoto	Lawrence Uno
Thurlow DeCrow	Mrs. Mapuana McComas	C. J. Utterback
Mrs. Fitz Donnell	Mrs. Mabel McConnell	Mrs. Helen van Barentzen
Frank J. Drees	Mrs. Marie McDonald	Lambert K. Wai
Ernest P. Elia	Mrs. A. Q. McElrath	Carolyn Wutanabe
Mrs. Theodore Emanuel	Miss Lucille McMahon	Miss Joan Weber
Miss Ada B. Erwin	Thomas L. Miki	John U. Webster
Mrs. Alexander Faye	Mrs. C. H. Min	Dr. Michael T. Wermel
Mrs. Eleanor Fern	Tsunao Miyamoto	Mrs. Shoyei Yamauchi
Senator Hiram L. Fong	Mrs. Ethel T. Mori	Dr. Shoyei Yamauchi
Mrs. Eureka Forbes	Father Edward Morikawa	Richard Yawata
Boletha Frojen	Kenneth Nakamura	Riley L. B. Yee
Saburo Fujisaki	Mrs. Laura M. Nims	
Miss Marie Garvey	Masayoshi Ogawa	
Virginia Gates	Mrs. Carolyn Patterson	