

From the Office of  
Citizens for Humphrey Committee  
1625 Hennepin Avenue  
Minneapolis, Minnesota  
Federal 9-0521

For Release: Wednesday p.m.  
October 5, 1960

JOB DISCRIMINATION AGAINST OLDER WORKERS IN UNFAIR,  
HUMPHREY SAYS

Senator Hubert H. Humphrey today called employment discrimination against "over 40" workers "wasteful and unfair."

"Age barriers put up by employers against these older men and women are wasteful and unfair," Humphrey told a South St. Paul luncheon meeting.

"A few hasty generalizations are behind this kind of prejudice," Humphrey said, "but a serious study of the facts will show that older workers are as good or better than young workers."

Humphrey said studies by government agencies, universities, labor unions and management groups agree in rating the performance of workers past the age of 40 as high as the work of younger people.

"High birthrates in the 1940s mean we will have a bumper crop of new young job seekers in the 1960s," Humphrey said. "Also, automation and new technology may displace many workers now holding good jobs.

"It is harder to stop age prejudice and discrimination in employment when many young people are looking for work," Humphrey said. "But even in good times it takes a person over 40 twice as long to find a job as it takes a younger person."

Humphrey declared that public and private efforts to help older workers find jobs should be combined in a national policy against discrimination because of age.

Humphrey has proposed legislation to prohibit age discrimination by private firms working on contracts with the federal government and legislation to allow a tax credit to employers who hire older workers.

NEWS RELEASE

From the Office of  
Citizens for Humphrey Committee  
1625 Hennepin Avenue  
Minneapolis, Minnesota  
Federal 9-0521

SPECIAL TO RADIO AND TV

For Use After

8 p.m., Wednesday, Oct. 5, 1960

SENATOR HUBERT HUMPHREY TOOK ON RICHARD NIXON IN AN ADDRESS IN FARMINGTON. HE CALLED THE VICE PRESIDENT'S RECENT FARM PROPOSALS "(QUOTE) STRAIGHT, PURE BENSONSIM." (10 seconds)

HUMPHREY CRITICIZED NIXON'S SUGGESTION THAT PARITY OF FARM INCOME BE DETERMINED BY THE AVERAGE MARKET PRICES OF PRODUCTS DURING THE PREVIOUS YEAR. "THAT IS THE THE BENSON PROGRAM," HE SAID (20 seconds)

THE SENATOR ALSO NEEDLED NIXON FOR HIS SLIP OF THE TONGUE ON LAST WEEK'S TELEVISION DEBATE. THE VICE PRESIDENT COMMENTED THEN ON THE NEED TO "GET RID OF THE FARMER." (30 seconds)

From the Office of  
Citizens for Humphrey Committee  
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Federal 9-0521

For Release: Thursday A. M.  
October 6, 1960

HUMPHREY: "NIXON FARM PROPOSALS PURE BENSONISM"

FARMINGTON, October 5 --- Senator Hubert H. Humphrey tonight labeled Richard Nixon's recent farm proposals as "straight, pure Bensonism."

The Senator, speaking at a DFL rally here, criticized Nixon's suggestion that parity of farm income be determined by the average market prices of farm products during the previous year.

"This is the essence of Nixon's program," Humphrey said. "This is Benson's program, dressed up with cute phrases and slogans."

Humphrey also hit at what he called "the negative approach of Nixon and Benson to agricultural policy."

"The challenge is not, as Mr. Nixon suggests, to 'get ride of the surplus'," Humphrey said. "If he takes that attitude - and he does -- he might as well suggest that we put a torch to fields of wheat or dump vast quantities of food and fiber in the ocean."

The Senator again mentioned the verbal slip by Nixon during last week's television debate in which Nixon said that the government had a responsibility "to get rid of the farmers."

"That was a slip of the tongue, to be fair," Humphrey said. "But it was not a slip of the mind. Nixon and others in the Administration believe that the solution to the nation's agricultural problems is a matter of forcing more farmers off their lands."

LET'S BREAK DOWN AGE BARRIERS  
AGAINST OLDER WORKERS

South St. Paul Luncheon  
Wednesday, October 5, 1960

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High birthrates in the 1940s mean we will have a bumper crop of new young job-seekers in the 1960s.

Also, automation and new technology may displace many workers now holding good jobs.

Therefore, older workers -- men and women who have passed their 40th birthday -- are going to find it harder and harder to find new employment.

Age barriers put up by employers against these older men and women are wasteful and unfair.

It is harder to stop age prejudice and discrimination in employment when many young people are also looking for jobs.

Even in good times it takes a person over 40 twice as long to find a job as it takes a younger person.

A few hasty generalizations are behind this prejudice -- but a serious study of the facts will show that older workers are as good or better than younger people.

I have seen studies by government agencies, university professors, labor unions and management groups -- and all of them rate the performance of workers

past 40 just as high as the performance of younger workers.

Many business firms have a "rule of thumb" that they will not hire "over 40" workers because of the added pension and welfare costs.

Obviously employers must take account of any added costs in hiring older workers.

It is not fair that we should ask an individual businessman or employer to bear alone the added expense of pensions, welfare funds or special training when he hires older workers.

Therefore I have introduced legislation to allow employers to take a tax credit to cover added costs of hiring older

workers.

My tax credit bill would allow an employer to figure out how much extra he is paying for the additional costs of hiring older workers -- above what it would cost him for the youngest age group doing similar work.

Then the employer could write off additional costs of pensions, insurance, training, and even extra medical programs for older workers as a tax credit against his income tax.

I am convinced that this tax credit bill will encourage many more employers to hire middle-aged and older people.

I am proud of the fine support from many businessmen and many labor unions for programs to encourage hiring of older workers, and I am proud to support the Eagles' "Jobs After 40" campaign.

We must include public and private programs within a national policy against discrimination based on age -- a policy which will reflect the wisdom and compassion of the American people in bringing new hope to those who are now unable to find employment -- not because of any lack of ability, but simply because of their age.

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