

Mr. LEVY. First, on behalf of our association, we appreciate the opportunity to be here today and to speak in support of legislation that recognizes that there is a fundamental wrong in discrimination based solely on age where age is not a bonafide occupational qualification. The association would like to urge this committee that section 13 of the proposed legislation which contains a proviso limiting the protection of the legislation to persons between 45 and 65 be deleted. Those supporting that proviso argue that what we are dealing with here is older worker legislation. They say there is no need for legislation that covers persons below the ages of 45 to 65.

Our position, and we feel that the committee will recognize the merit in this position, is that the legislation before you is essentially civil rights legislation declaring it is fundamentally wrong to discriminate on age alone where age is not a bona fide qualification of employment. Therefore, it is just as wrong to practice discrimination against someone under age 45 to 65 as it is someone between age 45 and 65.

Those who argue in support of the older-worker-legislation concept state that social security is a form of older-worker legislation and there is no difference essentially between the kind of protection that social security affords to persons in older-age brackets and the kind of protection the pending legislation would afford to persons age 45 to 65.

Our view is that the pending legislation is not financial assistance legislation as was social security. The pending legislation rather is recognition of the immorality and wrongfulness of discriminating against people solely on the basis of their age.

There is one further aspect to our position that we would like to present before the committee for its attention and that is this: We believe there are serious safety implications with respect to the application of the pending legislation to stewards and stewardesses working for the airlines. The airlines who argue in support of excluding these people from the protection of the proposed legislation take the position that there is no real need to protect stewardesses from age discrimination in employment. They concentrate on a discussion of the personal beauty characteristics and sex appeal of young stewardesses and ignore for the most part the reason a steward or stewardess is on an airplane: to perform significant actions with respect to emergency situations, and ill or deranged passengers. They ignore the fact that, to take off an airplane, at age 32, an experienced, efficient qualified stewardess, one who is indeed attractive and whose only failing is her date of birth, and to replace her with one less efficient, less qualified, probably no more attractive, who is only younger and has perhaps more youthful sex appeal, has potentially serious implications for the safety of passengers in airline transportation.

So it is our view that section 13 of the proposal should be deleted.

With that I should like to come now to the presentation of a young lady sitting beside me who served for some 14 years with distinction as a stewardess for Braniff International and is now vice president of the Air Line Pilots Association for the Steward and Stewardess Division, Miss Cooper.

Miss COOPER. On behalf of the 30,000 flight-crew members represented by ALPA, including some 8,000 stewards and stewardesses, I wish to express our appreciation for the opportunity to appear