

they remain fully capable of fulfilling the demands of flight attendants' careers. When they can no longer demonstrate such capability, then they will voluntarily yield their careers.

More than that, an involuntary transfer to other employment at age 32 or any other age would summarily cancel the valuable employment rights and protections which accrue to female flight attendants under the collective-bargaining agreements between ALPA and the air carriers, and would in all likelihood place them in employment where they would not be represented, and would be without any such rights or protections; consequently their continued employment thereafter would be wholly at the pleasure of the carrier.

Though nearly all major airlines make provisions for retirement benefits for other classes of employees, there is no airline of which I am aware that provides retirement benefits for flight attendants at age 32 or 35. These same airlines, while providing no retirement benefits for female flight attendants, apply compulsory and discriminatory early-retirement policies to that group.

That minority group of carriers which seeks to preserve this discriminatory practice argues that:

* * * everybody who has ever flown on an airplane and everybody who has ever looked at an airplane advertisement knows that this is a girl's job, and that what makes it a girl's job makes it a young and a pretty girl's job.

Such statements, which are spaced with great frequency throughout the arguments of the carriers in several forums, are not only inconsistent with the views of the vast majority of air travelers; they also suggest that the ability of the stewardess to demonstrate FAA-required qualifications to deal with safety measures, ill or dangerous passengers, and emergency and evacuation situations is of little or no importance, and should be ignored. One typical illustration of the inherent weakness in the carrier position is the experience of Nancy Taylor, recipient of ALPA's Gold Medal Award for Heroism for effectively controlling an armed hijacker aloft while serving as a National Airlines hostess on November 17, 1965. The details of this experience are contained in the report annexed as exhibit 18. Miss Taylor was 36 years of age at the time, with more than 15 years' experience as a National stewardess. Had a less experienced flight attendant, even one with more youthful sex appeal, found herself in Miss Taylor's shoes on that day, the disastrous possibilities are obvious.

The carrier arguments suggest that they no longer believe that a relationship exists between the qualifications of a flight attendant and their continuing public obligation is to provide the safest and most efficient possible air transportation. Their preoccupation with sex and beauty above all other considerations is more consistent with show business theatrics than with responsible and conservative air transportation services. It should not be necessary to remind these carriers that they are certificated by public authority for one purpose and one purpose only: to sell safe air transportation service, not sex, or fantasies of sex, or to run beauty contests or fashion shows or dating bureaus. To cut short the career of an experienced, competent, efficient, and indeed attractive stewardess, whose only failing is her date of birth, in order to replace her with one who is less experienced, less competent, less efficient, and probably no more attractive—only younger—is not only a flagrant abuse of civil rights, but also a disserv-