

In the list of airlines that do not have any restrictions, while not particularly major airlines, they are the common airlines in this country. There are no compulsory retirement ages for stewardess. I notice Pan Am, being an overseas operation, has no restrictions and has never had any restrictions according to testimony we have received.

I note on page 7 you say National is bringing into your negotiations the question of age and is trying to write contracts of restrictions at this time.

Miss COOPER. We are currently in negotiation with National.

Mr. DENT. And the question of age discrimination is being considered in the negotiations at this time?

Miss COOPER. Yes. The airlines themselves brought this question up in negotiations.

Mr. DENT. Do they have a restriction at this time?

Miss COOPER. No.

Mr. DENT. They are negotiating to put it in?

Miss COOPER. Yes.

Mr. DENT. Hasn't the reverse been true of late? Hasn't it been true the airlines have been taking the restrictions off rather than going the other way?

Miss COOPER. Yes, some of the airlines have. Some airlines have never had any restriction on age and some of the airlines just started having the girls sign an agreement when they came to work that they would retire when they reached age 32. Anyone hired before the date they started having the girls sign this agreement, it didn't affect.

Mr. DENT. Let me ask a question, if you care to answer it. What, if anything, is provided in the contract between the respective employee and the management as to what they offer in the way of jobs, retirement pay, severance pay? Is it just a complete breakoff at the retirement age?

Miss COOPER. They don't provide any retirement pay. I don't know of any airline with a retirement program.

Mr. DENT. Excuse me. Are you girls then not covered by any retirement program once you get into the service as a stewardess?

Miss COOPER. That is right. Most of the retirement programs the companies have affect only those people who work until they are age 60 or 65.

Mr. DENT. They are not forced into any retirement plan?

Miss COOPER. No.

Mr. DENT. Do they have any retraining program they offer for terminal jobs or other kind of employment?

Miss COOPER. I think some of the airlines have a rule that they will try to find the girl another job with the airline.

Mr. DENT. It is not a mandated position the employer must take?

Miss COOPER. No.

Mr. DENT. The girl can be severed from her employment at age 32 or 35, whatever the age specification is in the contract, without having any recourse whatsoever as to the demanding of training for another job or another job offer?

Miss COOPER. That is right. We don't have anything in any of our contracts on the airlines I represent that state that the girl has to retire at age 32 or 35; this is company policy.

Mr. DENT. I notice National is trying to get this as part of the contract.

Miss COOPER. That is right.