

take the responsibility from us. We have this responsibility on a carrier-by-carrier basis and it is rather difficult to impose this contractual provision on each carrier in each separate negotiation.

We feel it ought to be dealt with on a uniform basis as a matter of morality.

Mr. DENT. I will ask one more question and then let Mr. Erlenborn have his time for questioning. When you sign up for a hostess, do you sign an agreement as to the maintenance of a certain bearing in your physical appearance, weight problems and things of that kind, or are you free to just do like most of our girls, let themselves go when they get to a certain age of security?

Miss COOPER. I don't think they sign an agreement but of course the company has regulations regarding height and weight of the hostess and she does have to conform to their regulations; if not, of course, there are suspensions or possibly terminations if she can't maintain her appearance.

Mr. DENT. You are telling the committee that even at age 32 or 35, whichever the case may be, that girl has to stay within certain limits on appearance or she is still subject to dismissal or suspension under their regulations?

Miss COOPER. That is right. At any age if they don't conform to the regulations they are subject to suspension.

Mr. DENT. You don't expect we would be asked to enter into that aspect as discrimination, do you?

Miss COOPER. No, sir.

Mr. DENT. Do your contracts protect the girls against being dismissed for capricious reasons?

Miss COOPER. Yes.

Mr. DENT. They have a right to fire a girl or suspend her if she does not maintain a certain physical standard. How about her efficiency?

Miss COOPER. The same holds true there. If she does not maintain efficiency on her job the company does have the right to suspend or discharge the stewardess.

Mr. DENT. There have been some appeals made?

Miss COOPER. Yes.

Mr. DENT. And the findings, according to some of the testimony you briefly submitted, in practically all the cases, at least the ones I read, have been found in favor of the hostesses?

Miss COOPER. Not all of them.

Mr. DENT. The ones I have been able to glance through, I have not had a chance to read all of this.

I notice a representative of the Secretary of Labor had quite a position on the matter. On page 10 of this document you presented in which he appears to be completely opposed to the so-called age restrictions, also the U.S. Department of Defense. I notice the Department of State has ordered that a senior representative contact the 10 airline carriers who have age discrimination and secure elimination or appropriate provisions so they can conform to Executive Order 1141. Has there been a ruling that the Executive order does not apply?

Mr. LEVY. Not that I know of. I know two carriers have voluntarily complied with that order and so advised us. We believe there are other carriers engaged in military contracts operations who have nevertheless not complied with that requirement.