

Mr. DENT. Executive Order 1141 then does not have the full effect of law. It is a negotiable item. The Executive order is negotiable or is it an order that specifically states that such discrimination does not conform with the policies of the Government and must be terminated?

Mr. LEVY. I think it must be terminated as a condition of continued military contracts by the airline.

Mr. DENT. Has any admonishment been made to the Secretary that the order has not been complied with?

Mr. LEVY. We have not today been directly involved in the enforcement of the Executive order. However, we are giving some consideration with respect to what steps apply to us. We don't believe it has been fully enforced.

Mr. DENT. If that has been fully enforced, therefore, do you feel it is still essential that it be contained in the law, that the restrictive covenant be wiped out by law?

Mr. LEVY. Yes, I do believe this is necessary because, while it is true that at the present time many airlines have military contract operations, when those operations terminate and the carriers return to exclusively civil commercial operations and the Executive order no longer operates, we would be faced with a situation where the carrier would be free, if the law were silent, to reinstate those provisions.

Mr. DENT. Thank you.

Mr. Erlenborn?

Mr. ERLBORN. Thank you, Mr. Chairman.

I would like to find out to what extent this age discrimination may be a problem. First, is there any age limitation for the steward, male type?

Miss COOPER. No, there is not.

Mr. ERLBORN. Do you have any figures as to length of service of stewards on an average? Do they work, say, to age 45, 50, 60? Do you have any figures on their work experience?

Miss COOPER. No, I don't. I know they have stewards on Piedmont Airlines. We represent the stewards on Piedmont and several have been flying for several years. On United we have stewards, I don't know how many years they have had stewards on airlines. Eastern Airlines has had stewards for several years and some of these people have flown until they were, I am quite sure, 60.

Mr. ERLBORN. As to the stewardesses, can you tell me what percentage of stewardesses leave employment because of some age policy?

Miss COOPER. On the airlines I represent we have not yet had a case where a girl has been dismissed because she has reached a certain age, but we are concerned with this because several of the airlines have in the last few years started having a girl sign these preemployment agreements and we have several stewardesses who are members of our organization who will probably come up against that in the next year or two.

Mr. ERLBORN. Isn't it a fact that most of the stewardesses leave the employment of the airlines as a result of marriage or some other cause prior to reaching retirement age?

Miss COOPER. A lot of them prior to age 32 leave because of marriage, yes.

Mr. ERLBORN. How do you feel about married women acting as stewardesses?