

Miss COOPER. We have had a problem there. But most of our airlines allow the girls to fly after they are married.

Mr. ERLBORN. You talk of the necessity for this law, yet the experience you have representing the stewardesses is that you have had no problem with girls being removed from service because of age; is that right?

Miss COOPER. No, we had two girls on Allegheny, I think last year they reached their 32d birthday and the company sent them notice they would have to terminate, but then, just before they did terminate the girls, they extended their company policy or age limitation from 32 to 35.

Mr. ERLBORN. Those are two experiences you have had. How many girls do you represent?

Miss COOPER. About 8,000 on the 27 airlines.

Mr. ERLBORN. The extent of this problem you are telling the committee is two out of 8,000?

Miss COOPER. Of course, there are a lot of girls over the age of 32. They had what we call grandmother rights. When we started flying we didn't sign pre-hiring contracts, therefore, they don't apply the age limitation to these girls, only those who signed the preemployment agreement.

Mr. ERLBORN. Thank you.

Mr. DENT. Has there been any history of poor workmanship or inefficiency of those over age 35 working under the grandmother rights?

Miss COOPER. No, there has not been.

Mr. DENT. What do you think is the reason for this 32-year-old age limitation? I have heard some reasons and would like to hear yours.

Miss COOPER. I can't really get an answer out of the airlines either. I think possibly it has to do with the glamor of the job. They think the passenger prefers the young stewardess.

Mr. DENT. Do you represent Braniff?

Miss COOPER. Yes.

Mr. DENT. You should take a trip on Braniff. It is quite an experience. I thought it was three different girls. It was the same girl. She just changed clothes.

Thank you, Miss Cooper. We appreciate your coming here. Your prepared testimony will be made part of the record at this point.

(Miss Cooper's prepared statement follows:)

PREPARED STATEMENT OF MARGIE COOPER, VICE PRESIDENT, AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (STEWARDS & STEWARDESS DIVISION)

My name is Margie Cooper, and I am Vice President of the Steward and Stewardess Division of the Air Line Pilots Association, International (to which I shall refer hereafter as ALPA). Prior to assuming that office in 1966, I served for some 13 years as a flight attendant¹ for Braniff International.

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 before you to urge your support for legislation which would outlaw current employment discrimination against female airline flight attendants based upon age.

Since the targets of this discrimination are employees whose careers are abruptly cut short solely because of age, well in advance of age 45, we most ur-

¹ The terms "stewardess", "female flight attendant", and "hostess" are all references to the same job category, and are used interchangeably in the industry.