

Exhibit 5—Sample pre-employment statement required to be signed by stewardess applicants, Bonanza Airlines.

Exhibit 6—Sample pre-employment statement required to be signed by stewardess applicants, Mohawk Airlines.

Exhibit 7—Statement of policy requiring compulsory retirement of stewardesses at age 32, Frontier Airlines.

PRACTICES AMONG FOREIGN AIRLINES

The following data reflects current policies on some foreign airlines, to the best of our knowledge, with regard to compulsory retirement for stewardesses:

Country:	<i>Compulsory retirement practices</i>
Air France.....	None
BOAC-BEA (England).....	Age 55
Denmark.....	Age 45
Lufthansa (Germany).....	Age 55
New Zealand.....	Age 55
Norway.....	Age 55
Philippines.....	Marriage only
Sabena (Belgium).....	Age 40
Swissair.....	Age 40

C. STATEMENT OF UNITED STATES DEPARTMENT OF LABOR

Stanley H. Ruttenberg, Administrator, Manpower Administration, responding by letter dated January 13, 1966 to a Department of Defense inquiry, stated:

"Such maximum age restrictions (for female flight attendants) appear to be arbitrarily established, and do not constitute a bona fide occupational qualification." * * * "We believe that qualifications . . . are more validly determined by physical examination and other examination techniques than by setting an arbitrary age limit." (Official Transcript of Hearing before U.S. Equal Employment Opportunity Commission, May 10, 1966, at pp. 27-29).

D. STATEMENT OF UNITED STATES DEPARTMENT OF DEFENSE

Aaron J. Racusin, Deputy Assistant Secretary of Defense for Procurement, on April 14, 1966, and in response to an inquiry of Representative James O'Hara of Michigan dated March 28, 1966, stated that:

"... the Department of Defense shared the view of the Labor Department that age limitations do not constitute a 'bona fide occupational qualification and appeared to be arbitrarily established.' He added that the Air Force instructed the Military Airlift Command to appoint a senior representative to contact the ten airline carriers who have an age limitation and secure elimination or appropriate revision so as to conform with Executive Order 11141." (Official Transcript of Hearing before United States Equal Employment Opportunity Commission, May 10, 1966, at pp. 27-29).

E. POSITION OF THE FEDERAL AVIATION AGENCY

The Federal Aviation Agency, in the exercise of its responsibility for safety in air transportation, has not imposed compulsory retirement provisions for airline stewardesses (though it has established a compulsory retirement age for airline pilots) and has never suggested that such provisions are necessary or appropriate.

It is the function of the Federal Agency to prescribe regulatory requirements covering the qualifications and training of flight attendants by the airlines, as well as requirements for dealing with emergencies and emergency evacuation situations. The following are the regulatory provisions currently in effect:

§ 121-391 FLIGHT ATTENDANTS

(a) Except as authorized in paragraph (b) of this section, each certificate holder shall provide at least the following flight attendants on each passenger carrying airplane used:

(1) For airplanes having a seating capacity of more than 9 but less than 45 passengers—one flight attendant.