

to do so. The consequences of carrier discrimination, viewed in these terms, could well be tragic.

In summary, we believe that the reasons for outlawing discrimination based upon age with respect to female flight attendants are as compelling as the arguments supporting other civil rights legislation and, in terms of the implications of such conduct upon air safety, even more compelling. Such discrimination is not only offensive to principles supporting the safeguard of individual civil rights; it is also a potentially dangerous trespass upon the obligation owed to airline passengers to provide the highest possible degree of safety in air transportation.

We urge this Committee to delete those provisions of Section 13 of the pending legislation which would exclude female flight attendants from the scope of its protection, and, as so modified, we urge its prompt enactment by the Congress.

EXHIBIT 1

CONTINENTAL AIRLINES,
LOS ANGELES INTERNATIONAL AIRPORT,
Los Angeles, Calif., March 15, 1966.

MISS RICKEY STEVENS,
Master Executive Chairman, CAL, Air Line Pilots Association, Steward and Stewardess Division, Playa del Rey, Calif.

DEAR MISS STEVENS: We are writing to advise you that in our opinion compulsory retirement of hostesses at age 32 is contrary to Executive Order 11141. This matter has recently been reviewed by various governmental officials, including the Deputy Chief of Staff, Materiel, Department of the Air Force, Brig. General W. H. Reddell. All are in accord with our opinion that any stated policy to this effect should be discontinued immediately.

As you know, while we have required new hostess trainees to sign statements that they will retire at age 32, as a practical matter we have never implemented such a policy on this airline. In view of the foregoing, the practice of requiring such statements is discontinued as of this date, and any such statements presently outstanding are of no further force or effect.

You will, of course, appreciate that the foregoing cannot be construed as limiting in any manner the right of the Company to terminate any hostess for any valid reasons, including deterioration of personal appearance.

Very truly yours,

HAROLD W. BELL, Jr.,
Vice President, Personnel Relations.

EXHIBIT 2

SLICK AIRWAYS,
San Francisco, Calif., April 1, 1966.

MISS LAVYEN WALLACE,
San Francisco, Calif.

DEAR MISS WALLACE: In accordance with Executive Order #11141 and with public policy regarding early age retirement for stewardesses:

Slick Airways has cancelled your "Agreement to Terminate at Age 32" which you signed upon employment with this Company.

Yours very truly,

CHARLES H. KRAUSE,
Superintendent of Flight Operations.

EXHIBIT 3

UNITED AIR LINES

NOTICE OF STEWARDESS EMPLOYMENT CONDITIONS

Company Regulations Pertaining to Duration of Stewardess Employment:

1. It is a condition of stewardess employment that stewardesses remain unmarried. Marriage of a stewardess automatically disqualifies her from the