

because of age is so "unarguably right," it would be an absurd, unnecessary waste of time to simply belabor it.

Except for one fact.

The legislation you are now considering to end age discrimination in employment contains an arbitrary, self-limiting section that in itself discriminates—by age—in extending the coverage of this bill.

Section 13 of the act limits the act, its intent and purpose, its enforcement provisions, all of it, to individuals who are at least 45 but less than 65 years of age.

And this is discrimination.

The Air Transport Division of the Transport Workers Union represents approximately 40,000 workers in the air transport industry. Nearly 15,000 of these are flight attendants—also known as stewardesses or hostesses. Age discrimination against airline flight attendants begins at the universally accepted youthful age of 32 to 35.

I admit that through our mass advertising, our communications media today, we are cultivating a myth of eternal youth. We are developing a youth cult in this country. Look young. Think young. Feel young. But don't get to be 32 or 35 if you're an airline stewardess.

The Transport Workers Union consistently has acknowledged that reasonable medical and physical standards can be imposed for all categories of workers, including airline stewardesses. But not a self-serving arbitrary age limit. Especially one that falls 13 years before the minimum age limit coverage of section 13.

Section 13 provides the Secretary of Labor with authority to make appropriate adjustments—either upward or downward—in the maximum and minimum age limits. But how far down can he go? Or how far up, for that matter?

The Secretary himself has indicated before this committee that he would like section 13 defined, spelled out more clearly in its intent. We ask it also. If Congress decides that discrimination against a worker at the age of 45 is against the best interests of the Nation, then surely Congress must abhor, at least as much, discrimination at the age of 32.

The Transport Workers Union is on record respectfully requesting that legislation be enacted prohibiting age discrimination in employment and that such legislation not be limited to people between the ages of 45 and 65.

We feel this could end the long, costly legal maneuvers and delays in seeking to find enforcement teeth for Executive Order 11141 in which President Johnson in 1964 declared a national policy against discrimination because of age.

We feel such legislation is the only answer to an industry which, while it boasts it is an equal-employment-opportunity employer in its help wanted ads, has studiously ignored Executive Order 11141 for 3 long years while steadily increasing its contracts in carrying men and supplies to the battlefields in Vietnam.

Although only one of the airlines, whose member-employees we represent, continues to enforce arbitrary age limitations today, it is clear that a final and binding decision on this matter, an industrywide decision, is necessary to head off future problems.

There must be firm and decisive language. This is an industry which received nearly half-a-billion dollars in military aircraft contracts this