

fiscal year alone, but which has still not completely implemented Executive Order 11141. It must be shown the way.

Mr. Chairman, that half billion dollars of contracts awarded are the initial contracts. Last year for the fiscal year ending this past June 30, that figure was almost \$700 million.

I sincerely urge this committee to delete section 13 and to adopt this bill for approval by the full House, or failing that, to amend it specifically to protect airline flight attendants.

In defense of both youth and years, I urge you to set no minimum or maximum age limits.

Mr. DENT. With the committee's permission, I would like to refrain from asking questions at this time until we hear the testimony of Miss Boland in order that we may ask questions related to the testimony of both witnesses.

Miss BOLAND. Mr. Chairman and members of this committee, my name is Colleen Boland. I am president of the Airline Stewards & Stewardesses, Local 550, of the Transport Workers Union of America, AFL-CIO.

This is a labor organization with offices at 205 West Wacker Drive, Chicago, Ill., representing over 10,000 men and women who earn their living as flight attendants on this country's commercial aircraft.

Since 1954, a portion of the airline industry has arbitrarily instituted a policy which prohibited continued employment of female flight attendants after they reached age 32 or 35.

Because the industry is young, no individual was actually affected until about 1963. In the past 4 years, however, many young women have found themselves without employment solely because of their age. During the past few years, we have strived here in Washington through support of legislation, through the EEOC, and through Presidential Executive Order 11141, to end this cruel and arbitrary discrimination.

We have pleaded our case before various State agencies and courts seeking relief which would provide us the ability to continue to work in a job we desire and are able to perform. We have met with violent opposition from the management of this industry, we have battled through innumerable legal maneuvers and delays, and spent thousands of dollars hoping to find a peaceful solution to our problem.

The New York State Commission on Human Rights ruled they found no evidence which warranted the establishment of an arbitrary chronological age policy for continued employment of an airline stewardess and, further, that evidence supported the position that termination as a stewardess should be predicated solely on the individual's ability to perform the duties of the position.

The commission went on to say that under New York law they found no support for a claim of a bona fide occupational qualification.

The Equal Employment Opportunities Commission, in issuing guidelines on discrimination provisions of the Civil Rights Act of 1964, stated that "the principle of nondiscrimination requires that individuals be considered on the basis of individual capacities."

Section 4(a) of H.R. 4221 proposes to make it unlawful for an employer to "discriminate against any individual with respect to his compensation, terms, condition or privileges or employment, because of such individuals age * * *."