

We believe that such a provision is long overdue, but that such a provision, when made into law, should apply to all people and to all groups regardless of age.

For this reason we urge you to consider the elimination of any minimum or maximum age limitation in order to assure that the true intent and meaning of the act is not circumvented through misuse or misapplication of such restrictions. For instance, in hearings before the New York commission, counsel for the Air Transport Association and American Airlines presented lengthy testimony as to why they were not in violation of New York law.

They submitted the history of that law and pressed the point that the law applied only to people between the ages of 40 and 65. They argued that, if the lawmakers had been concerned with anyone under the age of 40, they would have said so and therefore, in the absence of specific attention to anyone under 40, the law should now be applied only to cases where discrimination took place between the ages of 40 and 65.

Because we are members of a strong and militant labor organization which commands the ability to withdraw our services and thereby cause an economic hardship upon the industry, we have been partially successful in our efforts to set aside this discriminatory age policy in the airline industry. Today we are able to state that only one airline on which we represent stewardesses continues to enforce termination because of age.

All other carriers with which we presently represent stewardesses have, in one form or another, set aside their policy to reject any woman over 33 years of age from the job of airline stewardess.

I believe a previous witness before this committee has submitted quite detailed and lengthy testimony and exhibits that we had in part previously presented to you and those do reflect the industry as a whole. We will not go into them since I am aware that they are all available to the committee at this time.

Mr. DENT. The committee appreciates that because it would only be repetitious and the committee has had those exhibits presented in the interest of the airline hostesses.

Miss BOLAND. Thank you.

H.R. 4221, if acted upon and passed, will permit many Americans to continue in a job of their choice and within their capabilities which may otherwise be denied them because of outdated, outmoded thinking. H.R. 4221 if passed without a minimum or maximum age limitation could eliminate forever discrimination because of age for us and for all Americans.

Mr. Chairman, I want to thank you and the subcommittee for allowing me this opportunity to appear before you today and to respectfully urge serious consideration of our proposed amendment.

Mr. DENT. Thank you, Miss Boland.

Mr. O'CONNELL. Before you start questioning, I would like to submit for the record a copy of Executive Order 11141; a Wall Street Journal article dated Friday, June 16, 1967, about airline contracts. Also a copy of a letter from Mr. Stanley H. Ruttenberg, Assistant Secretary and Manpower Administrator at the U.S. Department of