

Miss BOLAND. It depends on her length of service as a flight attendant, seniority and preference gives her a choice.

Mr. FORD. Do girls with seniority tend to prefer the overseas runs?

Miss BOLAND. In general. American, of course, does not at the present time have any overseas runs, all of theirs are in the United States and Mexico.

Mr. FORD. So the girls who were with American prior to 1953 would probably be on premium runs of that kind?

Miss BOLAND. Actually under that particular airline they are all identical. The only difference would be their salary would be different according to seniority, preference to flights or bases depends on preference according to individual seniority.

Mr. FORD. How many years does it take a flight attendant with American Airlines to reach maximum salary?

Miss BOLAND. The ninth year is the top year.

Mr. FORD. So if she starts in her early twenties she just might make it to top salary about the time she stops flying?

Miss BOLAND. She has just about comfortably reached the top pay bracket and top choice of flights at the time she is required to leave.

Mr. FORD. It is fair to assume since the policy was instituted in 1953 the average wage of stewardesses on that airline, that is, weighing the top salary people against people at the bottom, does that have any effect on that?

Miss BOLAND. I am not sure I understand your question.

Mr. FORD. When you look at the work force of any business that has a lot of people with a similar classification, for example, the Post Office Department's letter carriers, the only difference between one letter carrier's salary and that of another is his length of time with the Post Office.

Miss BOLAND. First of all, it is a job where many girls leave after a few years of service and I would say three-fourths of the girls are in the early years. When they face termination after such a short period of time they do not normally stay as long as they might where you could look forward to retirement or continuing out your work span years.

I would say three-fourths of the people are 3 years or less and less than a fourth from the 3 years up to 9 years. American, I believe, has something like five or eight in the very top years, that would be 15 years that are actually flying because most have been terminated for the age that reached that period of time.

Attrition has taken care of many of the people hired prior to that time. In comparing it with someone like Eastern Air Lines who did not have an age retirement you would find hundreds well over that length of service.

Mr. FORD. Thank you very much and my thanks to your organization for continued support of this legislation. My particular district does not have many of your members in it but it does have a great many auto workers who are deeply interested in the success of this legislation.

Mr. O'CONNELL. I would like to say, as you have made some generous remarks about Miss Eriksson, she is our exhibit No. 1. Tomorrow is her 33d birthday and she can no longer work for American Airlines.

Mr. FORD. It was nice of you to bring such a nice exhibit.

Mr. O'CONNELL. I would like to read from the transcript of the hearings before the Senate on March 15, 1967, an exchange between Sen-