

ator Randolph of West Virginia and the Secretary of Labor. [Reading]:

Senator RANDOLPH. Let us say there are other groups who have, for medical or competitive reasons, been discharged. What is the problem?

Senator YARBOROUGH. You are speaking of airline stewardesses?

Senator RANDOLPH. I said medical or competitive reasons.

Secretary WIRTZ. I have the same reaction. There would be serious doubt raised about the authority of the Secretary of Labor to make the extension in that situation, enough doubts if the inspection is to cover those situations I would think a different form from the one of section 13 would be preferable.

Meaning by this he thought he would be challenged in court as to whether he could reach down to age 32.

Mr. DENT. I agree with that assumption.

Thank you, Mr. Ford.

Mr. Scherle?

Mr. SCHERLE. Thank you, Mr. Chairman.

Perhaps this question has been asked previously, I am not sure. However, my interest prevails around the arbitrary figure of 33 or 35. Why has the airlines established this figure for retirement; why isn't it 23 or 45?

Miss BOLAND. I know of no particular reason. I have been unable to discover why it was picked. There has not been a definite statement by management except that some carried 32—it was in the course of negotiations moved to 33 on American, giving them an additional year, whereas, other airlines started with an age 35 rule.

Mr. SCHERLE. Does it not seem strange that as successful as the airlines have been, growing more successful every day that their policy in hiring practices should not be respected? You have been a stewardess in the past.

Miss BOLAND. Yes.

Mr. SCHERLE. How many years' experience?

Miss BOLAND. I started with Trans World 15 years ago.

Mr. SCHERLE. In this entire 15-year period has anyone ever given you any reason why this figure for retirement was set at 33 or 35?

Miss BOLAND. The only possible allusion to it I can recall has been they felt at that age you were still able to get other work.

Mr. SCHERLE. That is the only reason you know of that the airlines would offer for setting an arbitrary figure for retirement?

Miss BOLAND. It's the only reason that I have heard.

Mr. SCHERLE. I am not really satisfied with that answer.

Miss BOLAND. I am not either.

Mr. O'CONNELL. Back when the older worker was age 40, they probably gave the girl 8 years to go out and find new employment. Had they known they were going to consider age 45 to 65 they might have let them work to age 37.

Mr. SCHERLE. I might disagree with that, too.

Mr. O'CONNELL. In the *Judy Evenson* case, which was marriage, it is on record in the transcript that Northwest Airlines determined that the age was 32 after a 20-minute phone call with a doctor at Mayo Clinic. That is the only thing in the record to show how they chose age 32 as the age limit.

Mr. SCHERLE. Are you the attorney?

Mr. O'CONNELL. No, I am not. It is not fair to leave the record standing that way because Northwest Airlines has recently eliminated any