

Mr. O'CONNELL. I think the answer to that is that every girl when she reaches the age of 32 is fired. On a case-by-case she would have to give a different reason.

Mr. SCHERLE. Of course, they would even if they felt 33 or 35 was the termination point.

Mr. O'CONNELL. Then we have the procedure, the grievance procedure under each contract to test each case.

Mr. SCHERLE. This would be hard to prove and enforce?

Mr. O'CONNELL. We are administering it every day.

Mr. SCHERLE. Is American Airlines the only carrier with a discriminatory practice on age?

Mr. O'CONNELL. That we represent. Northwest had it and it was negotiated out of the contract in May. Southern Airways had 35, it was negotiated out in June. TWA had 35 and it was negotiated out last week.

Mr. SCHERLE. It is being discontinued?

Mr. O'CONNELL. Yes, sir.

Mr. SCHERLE. Yours is a matter of time, isn't it?

Mr. O'CONNELL. Yes, sir; but why should we suffer this cruel arbitrary denial of jobs until we can reach contract agreements?

Mr. SCHERLE. This is what I would like to find out from management. My other question is this: When you are hired with the understanding that your service is to be terminated at age 33 or 35, what are the retirement benefits accrued during that time?

Miss BOLAND. There are none.

Mr. SCHERLE. When you are fired you are through?

Miss BOLAND. That is correct, that is the end.

Mr. SCHERLE. Is there a program provided for employees, for those retired?

Miss BOLAND. Yes, but the plan is usually age 65.

Mr. SCHERLE. There are no special benefits even when application is made for short-term employment?

Miss BOLAND. The retirement plans of all management is geared to 65, in some cases 60 as for pilots.

Mr. SCHERLE. What is the percent of turnover prior to mandatory retirement? How many really serve until they are fired?

Miss BOLAND. I would say approximately 10 percent or possibly even less than 10 percent.

Mr. SCHERLE. No more questions, Mr. Chairman.

Mr. DENT. Thank you, Mr. Scherle.

The gentleman from Illinois, Mr. Pucinski.

Mr. PUCINSKI. Thank you, Mr. Chairman.

I was interested in your observation that two stewards had suffered heart attacks while none of your women had suffered any heart attacks. What you are saying is women are more durable?

Miss BOLAND. I didn't intend to imply that. I just wanted to point out if there was a thorough medical concern that was a bona fide reason for age limitation, it could not be limited to women.

Mr. PUCINSKI. I wish you would attempt to imply that. I think women are stronger than men, more durable than men. I see the girls running up and down those aisles every day on the planes we travel. I think in many respects women can take it much more than men can except that there are very few that want to admit it.