

I was happy to hear you make that admission. Having said this, I was interested in the question by Mr. Scherle.

Mr. Chairman, I wish we would get before the committee a rationale of the industry in picking the figure 32. You have in American Airlines now a rather significant number of women who are working as stewardesses beyond the age of 32 who came into the program prior to 1953, right?

Miss BOLAND. There are very few left because, these people having the age policy the longest of any airline and having had the earliest age limitation, have forced the termination from the stewardess crops of most of the people over 32.

Mr. PUCINSKI. I think Mr. O'Connell made the point, both you and Mr. O'Connell, if we are to challenge the validity of the arbitrary cutoff for stewardesses at age 32, we then obviously have to challenge the validity of the automatic cutoff in this bill. I was wondering, Mr. Chairman, if we should have some information here as to the rationale of making this bill applicable to only those between the ages of 45 and 65.

As Mr. O'Connell points out, if you are going to have a bill dealing with age discrimination it would seem to me you should have it across the board. What was the rationale?

Mr. DENT. The gentleman asks a very good question. This legislation, of course, came down to the chairman from the administration and for their own reasons they decided age 45 would be the bottom level, the benchmark. However, in all the reports from the Department of Labor that I have seen, age in aging problems with respect to employment are cataloged on the basis of 40 years of age. I was rather surprised to see the age 45 in the legislation.

This member takes a dim view of the age limit of 45 in the legislation.

Mr. PUCINSKI. I am glad to hear the chairman say this because I would be hard pressed to justify that kind of arbitrary discrimination in the bill and then on the other hand turn around and say to American Airlines, we will have to go along with your rationale on age 32. It seems to me if you are going to have a bill dealing with a ban on age discrimination you ought to have it across the board and let everybody adapt to it.

Isn't that the suggestion you are making, Mr. O'Connell?

Mr. O'CONNELL. Yes, sir; that is our suggestion.

Mr. PUCINSKI. I think the Air Transport Association indicates the same thing. They are perfectly agreeable to it.

Mr. DENT. Will the gentleman yield?

Mr. PUCINSKI. Yes.

When the chairman asked me to yield, I believe Mr. Ford wanted to explain how this 45 figure got in the bill.

Mr. FORD. I think the main reason it is here is that the pressure for this legislation started actually with some of the industrial loaders who are confronted with an arbitrary rule which has hovered around the 45-year age for employment of factory workers. Again it sprang up as a real problem that was recognized for the first time on a broad scale in the late fifties when the automation problem hit industries like steel, automobile industries, and banks. One of the immediate reactions of labor to this has been to push at State level as well as in Washington for legislation.