

Their attention has been focused on fellows in their forties with maybe 20 years in a plant; a machine comes along and takes his position in the plant. They give all kinds of reasons.

Mr. PUCINSKI. I do think, while I certainly appreciate the explanation, it is still an arbitrary decision and I would be hard pressed to try to justify that kind of arbitrary approach.

Miss Boland, it is my recollection that the first stewardesses, when the whole system of stewardesses was started by airlines in this country, were substantially older ladies than 32. If my memory serves me, I believe the first stewardesses were actually nurses?

Miss BOLAND. Yes, and because of the nurses training required I don't believe anyone started much younger than 24 or 25, many at age 29. I think it is interesting to note that United Air Lines claimed the first for having stewardesses in the sky, those registered nurses and yet as late as 1965 they suddenly decided they need to have a compulsory age limitation.

Mr. PUCINSKI. You see, I am afraid young ladies are becoming victims of a so-called jet-set syndrome that is setting into America. People like this young lady, who will be 33 years old tomorrow, are becoming forgotten citizens. Take a look at all the commercials on television, all the commercials in the newspapers, take the Pepsi-Cola set, Coca-Cola set, the cigarette ads, everything today is being geared to create the impression that the young mass are the only part of generations of Americans.

The fact of the matter is half of the population of this country or a substantial part of the population in this country is substantially older than 35, and they don't go surfboard riding, don't go around in hotrod cars, and it seems to me this emphasis on the young does put people beyond 32 and 35 into a difficult position.

Mr. O'CONNELL. If I might answer one of your questions on the 45-to-65 age issue, I think the attention of the administration and the Secretary of Labor, the Labor Department was directed not so much toward our problem of terminating services but to the problem of employing those people who are between these ages who just cannot get a job. This is the reason for the 45-to-65 limit. Our problem is we are on the job, are working and are no longer able to perform this service at the age of 32 or 35.

Mr. PUCINSKI. I suggest what you have to offer would be very much appreciated. Miss Boland, you reach 33 tomorrow?

Miss BOLAND. Miss Eriksson will be 33 tomorrow; I passed 33 many years ago.

Mr. PUCINSKI. You will never get a man in public office to admit you are beyond 32.

Nevertheless, it is my understanding that a company, in this case American Airlines, does find these young ladies other jobs. The problem I think this committee would be confronted with is that they really are not serving their employment.

The company advises us that they find these young ladies jobs with comparable pay or better pay and they do various other things to retain the employee. Is that correct?

Miss BOLAND. There are alternatives given to the stewardesses of American. They have one alternative of flying to age 33 and leaving or