

I want to help you but I want to say I can't really justify in my opinion an arbitrary cutoff. A person may be an excellent worker, a stewardess. I fly American a great deal, and some of the young ladies that you spoke of who came in prior to 1953, are excellent stewardesses. I could care no less as a steady passenger of American Airlines whether a girl is 25, 28, 30, 32, or 45.

They give us excellent service and wonderful service on American Airlines and we are very pleased with it. As I say I want to help you ladies.

Mr. DENT. I have been leafing through the ATA testimony and they ask a rather important question in line with exactly what you are talking about. I would like to call attention to it at this point in the record. They say it should be drafted, to accomplish the Government's objectives of employment of older workers, without involving the Government in guaranteeing the job preference of employees unwilling to accept proper retraining and reassignment to other jobs with comparable pay.

To state the national interest of older workers requires legislation and they are asking that it be a nationwide policy so they don't have the problem of crossing State lines. But it is a very deliberate and important part of their testimony that this committee will have to study and carefully examine their question as to just how far it can go in determining job preferences of employees or the question of what is considered an older worker.

Job preference for a worker 55 years of age working in the iron industry or the steel industry might be a different question altogether than that of a person 32 years or older in work that is not considered heavy duties. With regard to the airlines, we have a question to consider as to whether there are offerings of retraining for other jobs.

Do they establish for the girl who becomes 32 a set plan where that girl is offered a job of some other duties in the industry with comparable pay? Is there a selection allowed to the employees being severed from the job or are they automatically severed from the job at age 32? These are questions to which we would like the answer.

Miss BOLAND. I would say in the case of American Airlines this is slightly different than the average because this is one that has been a subject of negotiations and did result in having alternatives for the girl. We have another alternative; we can force a shutdown to come about December of this year to correct the problem ourselves but there is not just American Airlines. I would like to point out we have said of those we represent American is the only one maintaining this age policy. They are not the only airlines.

Mr. PUCINSKI. You said foreign airlines don't have this?

Mr. DENT. You said American. Are there other airlines?

Miss BOLAND. Other airlines in this country have an age policy or ruling that do not offer alternatives but they are not represented by us. I think we may have confused the record in the fact that American is the only one we represent that still maintains an age policy. This has been modified with some alternatives or Barbara would not have been here a year ago.

Our concern, as I believe your bill and what you have under consideration, is that there should not be discrimination based solely on age. Why should I be required to terminate a job I am capable of