

under section 715 of the Civil Rights Act of 1964, the Secretary of Labor made it clear that the primary purpose of any Federal age legislation should be to provide employment opportunities for "older workers." While the report called for Federal antidiscrimination legislation to insure such employment opportunities, it also recognized the place of reassignment and "retraining opportunities for older workers."

If a Federal age discrimination statute is to be enacted, it is respectfully submitted that this primary purpose should remain paramount. It should be drafted to accomplish the Government's legitimate objective of full employment of "older workers" without involving the Government in guaranteeing the job preferences of individual employees unwilling to accept proffered retraining and reassignment to jobs with comparable pay. If the national interest in employment of our "older workers" does, indeed, require legislation of the nature as proposed, the scope of the legislation should be directed to resolving the actual problem presented and tailored, where possible, to fit legitimate business needs. The recommendations contained herein are directed to that end. The Air Transport Association will be pleased to cooperate with the subcommittee and its staff in enlarging upon or implementing them.

(At the request of Congressman Scherle the following information was submitted for the record :)

CONTINENTAL AIR LINES, INC.,
Washington, D.C., August 21, 1967.

HON. WILLIAM J. SCHERLE,
House of Representatives,
Washington, D.C.

DEAR CONGRESSMAN SCHERLE: Reference is made to your letter of August 17th.

This is to advise you that Continental Airlines does not have any policy which prohibits continued employment of female flight attendants after the age of 32 or 35 or any other specified age. Continued employment as a hostess with Continental Airlines is dependent upon appearance and performance irrespective of age, and this policy is predicated upon our desire and need to maintain standards of service to the general public.

Respectfully yours,

HARVEY J. WEXLER,
Vice president, Governmental affairs.

DELTA AIR LINES, INC.,
Atlanta, Ga., August 24, 1967.

HON. WILLIAM J. SCHERLE,
Longworth Building,
Washington, DC.

DEAR CONGRESSMAN SCHERLE: Thank you so much for your letter of August 17th which Mr. Griffith forwarded to me.

Delta does not have a policy which prohibits the continued employment of female flight attendants after a certain age and we have never released a Stewardess for being "overage". Our Stewardesses may continue flying as long as their appearance, personality and job performance meet acceptable standards.