

age 35 will no longer be carried out. For all practical purposes they are null and void.

Should you have any further questions please feel free to call on me.

Cordially,

RICHARD S. TRIBBE,
Director, Legislative Affairs.

NATIONAL AIRLINES,
Miami, Fla., August 23, 1967.

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

DEAR CONGRESSMAN SCHERLE: Thank you for your recent letter requesting a statement relative to the Age Discrimination in Employment Act hearings before your committee.

National Airlines is now in contract negotiations with the Air Line Pilots Association (Stewardesses) representatives. The policy upon which you seek clarification is in issue. Therefore, we feel it would be improper for us to publicly comment until such negotiations are concluded.

Every good wish to you.

Sincerely,

E. JOSEPH HILLINGS,
Director, Public Affairs.

BRANIFF INTERNATIONAL,
Dallas, Tex., August 29, 1967.

Hon. WILLIAM J. SCHERLE,
Congress of the United States,
Washington, D.C.

MY DEAR CONGRESSMAN SCHERLE: Your letter of August 17, 1967, to our Mr. R. H. Burck relative to the hearings on the Age Discrimination in Employment Act of 1967 has been referred to me for reply.

I understand that since sending us your letter of August 17, 1967, the Air Transport Association, on behalf of the airline industry, has filed a supplemental statement to its original statement filed on August 15, 1967, in connection with your hearings on bills dealing with age discrimination. This supplemental statement contains a complete explanation of the airlines' stewardess or hostess reassignment policies and very accurately states some of the reasons for Braniff having a policy of having its hostesses transfer to non-flying assignments within the Company upon reaching age 32.

We established our age policy on the sound and logical premise that the physical requirements of the job were such that a young person could meet those requirements without any chance of impairing her own health which would not necessarily be the case of older persons. Furthermore, we were of the opinion that a reasonable age for a job transition for such a hostess to a ground position, such as reservationist or general office work, was at an age that permitted retraining in the regularly normal established time and which would not create any unusual difficulties or hardships on the person involved. The hostess in this transition would normally be competitive with other employees in such assignments to which she was transferred, and, therefore, we felt that any age past 32 could put her at a disadvantage. Of course, there are always exceptions to the rule, but we do not believe that any personnel policy nor governmental regulations should be established on an exception to the rule.

Since 1956, we have had our hostesses, prior to the time of employment, sign a statement to the effect that they agree to transfer to a ground job upon reaching age 32. If all of the hostesses currently in our employ would not terminate their services prior to April, 1969, we would at that time have our first case requiring a hostess to transfer to a non-flying position. There could possibly be three other such cases in the year 1969. One can see that this is not an immediate problem at Braniff.

The nature of the job of a hostess because of travel and lodging away from her home base with other hostesses, further substantiates the practicality of having a rule that fosters this close association within a compatible age group. Our rule was established upon the premise that to require a girl of 21 to associate so closely with an older woman would not be conducive to a situation that would produce the most harmonious relationships which are so essential to satisfactory service of our hostess group to the traveling public.