

Most of the hostesses stay with Braniff for about two years, after which they voluntarily terminate their services, with over 75% of our hostesses leaving for the purpose of getting married. Of those remaining, we feel that our policy of requiring these employees to transfer to ground jobs at age 32 creates employment and an employable situation which might not be available to a hostess if she was allowed to fly indefinitely and into a period of her life when she could easily become disqualified for other employment.

The very fact that our hostess group has voluntarily terminated their services after an average of two years of employment supports the position that there is a general understanding and acceptance, that the nature of this work is of a temporary period in her transition from an academic career to that of marriage and homemaking.

It is interesting to note, and certainly supports the reasonableness of the company's position, that with 739 hostesses currently in its employ, the company has only 19 who are over 32 years of age, and as previously mentioned, the company has not transferred a flight hostess to a ground position because of having reached age 32 and will not be confronted with this situation until April of 1969.

I trust the information which we have presented is useful and we are certainly pleased to comply with your request.

Sincerely,

MALCOLM HARRISON,
Vice President, Personnel Relations.

AMERICAN AIRLINES POLICY ON REASSIGNMENT OF STEWARDESSES

This paper explains in detail the reassignment policy for stewardesses followed by American Airlines, and the reasons underlying its adoption and retention.

A. WHAT THE REASSIGNMENT POLICY IS

Young ladies serve a maximum of 13 years as stewardesses on American Airlines. They are hired beginning at age 20 and are permitted to fly until age 33. In their 32nd year, they are reassigned to ground positions in the Company.

The reassignment policy is the product of a long history of collective bargaining between American Airlines and the stewardess union. The age 32 provision was first set forth in an agreement becoming effective in 1953, and it has been reaffirmed, with modifications, in each subsequent agreement with the union.¹ An age 32 provision also is part of the individual agreement signed by each stewardess prior to becoming an employee.

The most recent agreement with the union contains the reassignment policy in its present form. It was signed on October 12, 1965, and will remain in effect until December 31, 1967.

The essential features of the policy may be outlined as follows:

1. The policy is one of reassignment rather than termination.

a. Each stewardess is guaranteed another position with American Airlines at age 32.

b. She is guaranteed that her salary will be not less than in her former position.

c. She retains her company seniority, and her length of service is credited to her new job.

d. She retains all company benefits, including sick leave, group insurance, and free and reduced rate air transportation.

e. She receives the necessary on-the-job training from the Company for her new position at no cost to her, and cannot be discharged for lack of proficiency during the first eighteen months in her new position.

f. Full travel and moving expenses are paid if relocation is required.

2. Senior stewardesses also are given professional vocational guidance and so far as possible, a choice of career opportunities is offered. In the past, a wide range of jobs have been available, including:

a. Sales Representative

b. Stewardess Supervisor

¹The Transport Workers Union is the bargaining representative for stewardesses. Forty-two stewardesses who were employees on November 30, 1953, are exempt from the reassignment policy. They therefore are not included in the computations in this paper.