

THE ASSOCIATED GENERAL CONTRACTORS OF AMERICA,
Washington, D.C., August 22, 1967.

Hon. JOHN H. DENT,
Chairman, General Subcommittee on Labor,
Washington, D.C.

DEAR CONGRESSMAN DENT: This Association wishes to go on record with your Subcommittee in connection with its consideration of H.R. 3651 which would prohibit discrimination in employment on account of age.

Our Association recognizes the fact that this measure deals with a most difficult problem; but if legislation is to be enacted, we hope that you will give consideration to the dangers of hiring older workers in construction because of the many hazardous situations which prevail in the industry.

The construction industry, it is suggested, be most carefully considered for waiver of the requirement for the hiring of older workers on construction projects because of the inherent hazards. It is not uncommon to require men to work from scaffolds, ladders, or stages, nor is it unusual to encounter tunnel operations in construction all of which require men with fast, unwavering reflexes.

We suggest that a provision be added authorizing the administrator to make an exception with regard to employment in the construction industry based on consultation with members of the industry. The practical effect of this is shown by the enclosed Wage-Hour Regulation, which draws a line of age in employment in hazardous construction work.

No doubt you will treat the employment of the older workers on construction with the same careful consideration given to minors. The employment of minors under 18 is, as you know, prohibited by law on several phases of construction.

We hope that the Committee will recognize the unusual age requirements and circumstances that exist with respect to the work force in our industry.

I wish to thank the Committee for allowing us this opportunity to submit our views on this pending legislation.

Sincerely,

WILLIAM E. DUNN,
Executive Director.

AIR TRANSPORT ASSOCIATION OF AMERICA,
Washington, D.C., August 22, 1967.

Re: Bills Against Age Discrimination: H.R. 3651, H.R. 4221, and H.R. 3768.

Hon. JOHN H. DENT,
Chairman, General Subcommittee on Labor, Committee on Education and Labor,
U.S. House of Representatives, Washington, D.C.

DEAR MR. CHAIRMAN: The attached statement is submitted in behalf of the scheduled airline industry as a supplement to our original statement filed on August 15, 1967, in connection with your hearings on bills dealing with age discrimination.

The supplemental statement is believed necessary due to the fact that during the course of the hearings on H.R. 3651, H.R. 4221 and H.R. 3768, proposals which we believe to be unjustified were submitted to change the basic theory of the proposed legislation from protection of the "older worker" to protection of the younger worker. Since the proposals presented were based on the assumption that wrongful personnel policies and practices exist with reference to the employment of airline stewardesses, the airline industry believes that the facts in regard to such policies need to be placed in the record.

Our supplemental statement contains a complete explanation of the airlines' stewardess reassignment policies, and we believe obviates any allegation that the reassignment policies relate to the problem of the "older workers" and their employment.

Thank you for your consideration.

Cordially,

S. G. TIPTON, *President.*

SUPPLEMENTAL STATEMENT OF THE AIR TRANSPORT ASSOCIATION OF AMERICA

Re: H.R. 3651, H.R. 4221, and H.R. 3768 Relative to Age Discrimination in Employment.

This supplemental statement is submitted in opposition to proposals made by witnesses during the hearings before the Subcommittee on August 15-17, 1967,