

situation of younger workers generally, and of airline stewardesses in particular. Nobody has conducted or suggested such a study for the obvious reasons that (a) there is no real problem of age discrimination against the younger worker justifying such a study; and (b) in respect to airline stewardesses in particular, those who know the airline industry know that a serious study would reveal there is no "stewardess age problem" requiring remedial legislation by the Congress.

We strongly believe that present airline policies and the processes of free collective bargaining afford the stewardesses, on this question as on so many others, more than sufficient assurance of fair dealing.

Attachments.

[Attachment A]

AMERICAN AIRLINES-TWU STEWARDESSES REASSIGNMENT AGREEMENT

APPENDIX D

MEMORANDUM AGREEMENT BETWEEN AMERICAN AIRLINES, INC., AND THE AIR LINE STEWARDESSES IN THE SERVICE OF AMERICAN AIRLINES, INC.

As Represented by the Air Line Stewards and Stewardesses Association, Local 550, TWU, AFL-CIO

This Memorandum Agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between American Airlines, Inc. (hereinafter known as the "Company") and the Air Line Stewardesses in the service of American Airlines, Inc. as represented by the Air Line Stewards and Stewardesses Association, Local 550, TWU, AFL-CIO (hereinafter known as the "Association").

It Is Hereby Mutually Agreed:

1. A stewardess employed by the Company as a stewardess on or after December 1, 1953 shall be transferred to other employment within the Company effective with the first day of the month following the month in which her thirty-second (32nd) birthday falls unless she elects the alternative provided in Paragraph 8 below.

2. In the month in which her thirty-first (31st) birthday falls and again in the sixth (6th) month following the month in which her thirty-first (31st) birthday falls, a stewardess shall be interviewed by her supervisor and informed of her rights and obligations under the provisions of this Memorandum Agreement. On the occasion of the latter interview, she shall elect in writing her choice of other employment as provided in Paragraph 3 below, or the alternative provided in Paragraph 8 below.

3. (a) A stewardess who elects to transfer to other employment within the Company under the provisions of this Agreement shall be interviewed by her supervisor not later than two (2) months prior to her thirty-second (32nd) birthday, at which time she shall be informed as to the job vacancies that are open and the location of each. She shall have the option of selecting from the available job vacancies any one for which she has the minimum qualifications. The selected job shall be reserved for her and the appropriate management member shall be so notified.

(b) In the event that no job vacancies exist at the time of the interview provided under 3(a) above, the stewardess shall be so informed. As soon as possible thereafter, but in any event not later than the first day of the month in which her thirty-second (32nd) birthday falls, the Company shall make available a job to be effective on the first day of the month following. The Company will make every effort to make available to such stewardess a job in the city in which she is presently based, if such is her desire. The stewardess and the appropriate member of management shall be notified of the job made available.

4. A stewardess who is interviewed under the provisions of paragraphs 2 and 3 above shall not be required to give up her scheduled duty-free days to accomplish these interviews. If it is necessary to remove such stewardess from a regularly scheduled trip in order to accomplish such interviews, she shall be given flight time pay and flight time credit for such missed trip. If such stewardess is required to travel to a job interview, she shall be furnished a Class "C" pass and shall be reimbursed for expenses incurred in such travel in accordance with applicable Company regulations.

5. When a stewardess, under the provisions of this Memorandum Agreement, selects and is awarded a job in a city other than the city in which she is based