

10/27/53

AA REG 31-13 - Termination of Employment - to be revised to read as follows:

K. SEVERANCE ALLOWANCE

This section applies only to employees in job classifications not covered by any labor agreement.

(The remainder of Section K unchanged.)

L. TERMINATION OF STEWARDESSES

1. Purpose

It is the policy of American Airlines that all Stewardesses shall be less than 32 years of age. This policy will be in full force and effect by November 1, 1954. It is based on the established qualifications for Stewardesses, which are an attractive appearance, pleasant disposition, even temperament, neatness, unmarried status, and ability and desire to meet and serve passengers. Basic among these qualifications is an attractive appearance. Such an appearance ordinarily is found to a higher degree in young women. Therefore, the establishment of an age limit of 32 for Stewardesses will best effectuate and preserve the concept of Stewardess service as it is understood in this Company. The continued employment of a Stewardess is always contingent upon her maintenance of the above qualifications, and should a Stewardess fail to maintain such qualifications, her employment may be terminated at any time. But in no event, after October 31, 1954, will a Stewardess be retained on flight status beyond the end of the month during which her 32nd birthday falls. All Stewardesses 32 years of age or over on October 31, 1954 will be terminated from Stewardess service on that date.

This section establishes the procedures to be followed in executing this policy, provides a payment for certain Stewardesses whose services are terminated because of age and establishes the conditions under which a Stewardess may be placed in another job in the Company when she is no longer eligible to serve as a Stewardess because of age.

2. Termination Pay

a. Any Stewardess who is less than 31 years of age on October 31, 1953 and who continues her employment as a Stewardess until the last day of the month in which her 32nd birthday falls, will be entitled to termination pay of one week's pay for each full year of compensated service with the Company, to a maximum of eight weeks' pay. Time spent on unpaid leave of absence or on layoff status is not to be considered compensated service.

Stewardesses who are 32 years of age or over on October 31, 1954 and whose employment is terminated on that date, will be entitled to the termination pay provided above.

A Stewardess who is 32 years of age or over and who voluntarily resigns prior to October 31, 1954 will be entitled to the termination pay provided above if she has given her immediate supervisor at least one month's notice in writing.

3. Stewardesses hired after October 31, 1953

Effective November 1, 1953 all Stewardesses thereafter employed by the Company will be required to sign Form _____, which provides that her services as a Stewardess will be terminated on the last day of the month in which her 32nd birthday occurs. Any Stewardess who has signed this form will not be entitled to the termination pay for Stewardesses provided in this Regulation.

4. Transfer to Another Job

On or about her 31st birthday, each Stewardess will be interviewed by her supervisor who will remind her of the age limit for Stewardess service, and advise her to request a transfer if she wishes to continue her employment with American Airlines beyond the age of 32. The purpose of this reminder is to allow the Stewardess ample time to consider location(s) she may desire and to prepare herself for the

Transfer to Another Job (Cont'd)

position(s) she wishes (i.e., by taking courses in typing, stenography, etc.) If the Stewardess needs information which is not available at her base station about the types of positions available in the Company and the qualifications required for such positions, her supervisor should obtain such details from the appropriate Personnel Office.

The Company is not obligated to provide employment to a Stewardess after she reaches the age limit for Stewardess service. However, every Stewardess over 31 years of age requesting transfer will be given prior consideration over new hires in filling vacancies for which she is qualified.

A Stewardess who is transferred directly from the classification of Stewardess to another job, will to the extent consistent with Company policies and procedures, be given Classification Seniority (pay plan credit) for time spent as a Stewardess. She will suffer no loss of Company Seniority on account of the transfer.

(Section L - GENERAL now becomes Section M)

Computation of weekly Severance rate

$$\frac{\text{monthly salary} \times 12}{52}$$