

**MEMORANDUM OF 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**  
**INTERNATIONAL**

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**THIS MEMORANDUM OF 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, INTERNATIONAL** (hereinafter known as the "Association").

**IT IS HEREBY MUTUALLY AGREED:**

**SECTION 1**

A Stewardess who was in the service of the Company as a Stewardess (including a Stewardess on leave of absence) on November 30, 1953, will not be terminated as a Stewardess solely because of her age, but will otherwise be subject to the qualifications governing all stewardesses.

**SECTION 2**

A Stewardess employed by the Company as a Stewardess on or after December 1, 1953 will not be retained in the employ of the Company as a Stewardess after the last day of the month during which her thirty-second birthday falls. The Company agrees that it will inform each Stewardess employed on or after December 1, 1953, at the time of employment and as a condition of employment, that she will not be retained in the employ of the Company as a Stewardess after the last day of the month during which her 32nd birthday falls.

SECTION 3

This Memorandum of Agreement shall remain in full force and effect concurrently with the basic Agreement between the Company and the Association effective August 1, 1960, covering rates of pay, rules and working conditions, subject to the provisions of the Duration of Agreement clause of such basic Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Agreement this the 27th day of July, 1960.

WITNESS:

FOR AMERICAN AIRLINES, INC.

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G. Marion Sadler  
G. Marion Sadler  
Vice President and General Manager

Paul W. Kayser  
Paul W. Kayser  
Vice President - Personnel

A. Di Pasquale  
A. Di Pasquale  
Asst. Vice President - Labor Relations

WITNESS:

FOR AIR LINE STEWARDS AND STEWARDESSES  
ASSOCIATION, INTERNATIONAL

Barbara Newell

Rowland K. Quinn, Jr.  
Rowland K. Quinn, Jr.  
President

**NATIONAL MEDIATION BOARD**

**MEDIATION AGREEMENT**  
between  
**AMERICAN AIRLINES, INC.**  
and  
**AIR LINE STEWARDS AND STEWARDESSES ASSOCIATION,**  
**INTERNATIONAL**

In settlement of all differences as described in docket case No. A 6297 of the N M B and under the provisions of the E L A, as amended, it is mutually agreed that the issues or proposals so submitted are hereby disposed of within the terms of an agreement covering rates of pay, rules and working conditions, a copy of which is attached hereto and not made a part hereof. Each of the proposals made by the respective parties not otherwise disposed of in the attached agreement effective August 1, 1960 are deemed dropped or withdrawn by each of the parties.

Signed at New York, N.Y., this 28th day of July 1960.

**FOR THE CARRIER:**

*Paul H. Kasper*  
Vice President - Personnel

*C. D. Pasquale*  
Assistant Vice President  
Labor Relations

**FOR THE EMPLOYEES REPRESENTED BY**  
**AIR LINE STEWARDS AND STEWARDESSES ASSOCIATION,**  
**INTERNATIONAL**

*Donald D. Quinn*  
President

*Barbara Hoveell*  
Chairman, AA, N.E.C., and  
Negotiating Committee

*Therese J. Harris*  
Member Negotiating Committee

*Mary Frances Dannelmiller*  
Member Negotiating Committee

**WITNESSED:**

*Jedford E. Schoonover*  
Director, National Mediation Board

ALSSA 1960  
NEGOTIATIONS

LETTERS OF AGREEMENT

	<u>DATE</u>	<u>SUBJECT</u>	<u>ARTICLE</u>	<u>ORIGIN</u>
1.	08/01/60	AGE 32	SECTIONS 1, 2 & 3; TO REMAIN IN FULL FORCE & EFFECT	AAL