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# Guide to the ALPA Steward and Stewardess Division Records LR002252

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English

Describing Archives: A Content Standard

Walter P. Reuther Library

5401 Cass Avenue

Detroit, MI 48202

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## Summary Information

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|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Repository:</b>               | Walter P. Reuther Library                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Creator:</b>                  | Air Line Pilots Association                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Title:</b>                    | ALPA Steward and Stewardess Division Records                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>ID:</b>                       | LR002252                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Date [inclusive]:</b>         | 1949-1977                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Date [bulk]:</b>              | 1960-1971                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Physical Description:</b>     | 22.5 Linear Feet (22 SB, 1 MB)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Language of the Material:</b> | Material entirely in English.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Abstract:</b>                 | <p>The Steward and Stewardess Division was created by the Air Line Pilots Association (ALPA) Board of Directors in 1960 after ALPA and the Air Line Stewards and Stewardess Association (ALSSA) separated in 1959. Following the same basic structure as ALPA, the division had its own Board of Directors, Executive Committee and Executive Board, and national officers of Vice President, Secretary and Treasurer. Initially consisting of 20 airlines and around 3,580 stewardesses, by 1969 the S&amp;S Division represented approximately 10,000 stewardesses through Local Executive, and Master Executive Councils on each of their airlines and assisted them with negotiations, grievances, sex and age discrimination, air safety and equal employment issues. In 1973 the stewardesses signed a charter of affiliation with ALPA and formed the Association of Flight Attendants (AFA). The Steward and Stewardess Division Records contains Office Records, Correspondence, Governing Bodies Minutes, MEC/LEC Records, Publications, Negotiations, Agreements, and Constitutions and By-laws. The subjects covered include: Air Safety, Crew Complements, Organizing, Uniforms, Contract Negotiations, Seniority, Negotiations, Bidding, Scheduling, Sex Discrimination, Marriage Rules, Age Discrimination, Maternity Leave, ALSSA/ALPA Dispute, Strikes, Age 32/35 Policies, and Women's Rights.</p> |

### Citation Style

"ALPA Steward and Stewardess Division Records, Box [#], Folder [#], Walter P. Reuther Library, Archives of Labor and Urban Affairs, Wayne State University"

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## History

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The Steward and Stewardess Division was created by the Air Line Pilots Association Board of Directors in 1960 after ALPA and the Air Line Stewards and Stewardess Association (ALSSA) separated in 1959. It followed the same basic organizational structure as ALPA. The division had its own Board of Directors, Executive Committee and Executive Board. The Vice President (who was the head of the division), Secretary and Treasurer made up the division's national officers. It also had its own Regional Vice Presidents, Air Safety Coordinators, as well as Master Executive Councils (MEC) and Local Executive Councils (LEC) on each airline it represented. The S&S Division shared ALPA facilities, negotiators and some staff.

Previous to creating the S&S Division ALPA had sponsored ALSSA, first under a conditional charter in 1947 and then under a permanent charter in 1953. Throughout the late 1950s ALPA and Rowland Quinn, the president of ALSSA, had clashed over various control issues. ALPA claimed Quinn was not representing the stewardesses adequately and Quinn argued that ALPA was too controlling over ALSSA affairs. In 1959 ALPA revoked ALSSA's charter and took over the leadership of the association, Quinn refused to give up control and removed ALSSA, and all its property, from ALPA. A slew of lawsuits between ALPA and ALSSA followed as well as representational battles decided by the National Mediation Board on nearly every airline as the two associations vied to represent stewardess groups. In the end ALPA created the S&S Division which initially won representation of 20 airlines and about 3,580 stewardess, and continued to gain more airlines and stewardess throughout the 1960s. By 1970 the S&S Division of ALPA was the predominant stewardess union with over 10,000 members. In the early 1970s the union between pilots and stewardesses was beginning to show signs of strain, and in 1973 the stewardess signed an affiliate charter with ALPA and formed the Association of Flight Attendants and severed their structural ties with ALPA.

In addition to negotiating contracts and representing stewardesses in grievance cases, the S&S Division focused on women's rights issues, particularly the stewardesses right to continue working after marrying, having children and/or reaching age 32 or 35, circumstances in which most companies forced women to retire. Safety was another major issue for the division: the members researched and brought awareness of in-cabin air safety as well as negotiating for safer scheduling and more power for stewardesses to enforce safety rules. They also fought for the right of stewardesses to contribute to decisions about uniform and appearance, to become active in the negotiating process and become more active in union affairs as they were able to remain in their career longer and create more stable membership.

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## Scope and Content

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The Steward and Stewardess Division Records contains office records, correspondence, governing bodies minutes, MEC/LEC records, publications, negotiations, agreements, and constitutions and by-laws. The subjects covered include: Air Safety, Crew Complements, Uniforms, Contract Negotiations, Seniority, Negotiations, Bidding, Scheduling, Sex Discrimination, Marriage Rules, Age Discrimination, Maternity Leave, ALSSA/ALPA Dispute, Strikes, the Age 32/35 Policies, and Women's Rights.

Series Description: Series I. Administrative Files: Office Files and Correspondence, 1949-72 (includes some MEC/LEC Minutes and ALPA/ALSSA organizing)

Series II. Governing Bodies: Board of Directors, Executive Board, Executive Council, Committees and MEC/LEC Minutes, 1958-77 Series III. Organizing and Agreements: Organizing, Negotiations, Mergers, and Agreements, 1950-72

Series IV. Audio Visual, 1970-71

Important Subjects: Age discrimination in employment—United States; Air safety; Airlines Collective bargaining; Airlines—Employees—Labor unions; Airlines Hijacking; Airlines—Safety measures; Airlines—Safety regulations; Airlines—Strikes and lockouts; Airlines—United States—Management; Federal Aviation Administration; Flight attendants—Labor unions—United States; National Mediation Board (U. S.); National Transportation Safety Board (U. S.); Sex discrimination—United States; Stewardesses, Airline; Women's rights—United States

Important Individuals: Carraro, Carol; Cooper, Margie (Vice President 1966-70); Gibson, Sally; Herbert, Victor; Jacobson, Maggie; Johns, Glyn; Johnson, Judy; Kidder, Deloros (Vice President 1962-66); Moon, Maxine; Mott, Del; O'Donnell, J. J.; Peterson, Iris; Pursell, Betty; Quinn, Rowland; Romak, Stella; Ruby, Charles; Rueck, Kelly (Vice President 1966-73); Sayen, Clarence; Steffen, A. C.; Stewart, Betty Jo; Yancey, Shirley

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## Arrangement

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Arranged in four series: Series 1 (Boxes 1-10), Series 2 (Boxes 10-14), Series 3 (Boxes 14-72), and Series 4 (AV). Folders are arranged alphabetically or chronologically, depending upon the series.

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## Administrative Information

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### Publication Statement

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### Acquisition

Materials were from multiple deposits from the S&S Division, from 1971-7-1, 1971-9-30, 1972-02, 1974-2-6.

### Processing History

Processed and finding aid written by Kathy Makas in April 2012.

### Access

Collection is open for research.

### Use

Refer to the Walter P. Reuther Library "Rules for Use of Archival Materials." Restrictions: Researchers may encounter records of a sensitive nature – personnel files, case records and those involving investigations, legal and other private matters. Privacy laws and restrictions imposed by the Library prohibit the use of names and other personal information which might identify an individual, except with written permission from the Director and/or the donor.

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## Related Materials

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### Transfers

Box 23, which consists of two audio cassettes on the Northwest Airlines organizing, has been transferred to the Reuther's audiovisual department.

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## Controlled Access Headings

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- Age discrimination
- Airlines -- Collective bargaining
- Airlines -- Employees
- Airlines -- Management
- Labor unions
- Flight attendants
- Sex discrimination
- Women's rights
- Strikes and lockouts -- Airlines
- Air safety
- Airlines hijacking
- Airlines—Safety measures
- United States. Federal Aviation Administration
- United States. National Mediation Board
- United States. National Transportation Safety Board

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## Collection Inventory

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### Series I: Administrative Files: Office Files and Correspondence, 1949-72

| Title/Description                                      | Instances |           |
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| Accident Investigation                                 | Box 1     | Folder 1  |
| Administrative Manual, 1969                            | Box 1     | Folder 2  |
| AFL-CIO, 1971                                          | Box 1     | Folder 3  |
| Airline Industrial Relations Conference (AIRCO), 1971  | Box 1     | Folder 4  |
| Airports/Airways, 1971                                 | Box 1     | Folder 5  |
| ALSSA/ALPA Dispute, 1957-61                            | Box 1     | Folder 6  |
| ALSSA/ALPA Dispute, 1957-61                            | Box 1     | Folder 7  |
| Correspondence; ALSSA/ALPA Disputes and Representation | Box 1     | Folder 8  |
| AFL-CIO/ALSSA/ALPA Meeting, 1961                       | Box 1     | Folder 9  |
| ALSSA, TWU, 1961-63                                    | Box 1     | Folder 10 |
| ALSSA/Quinn/TWU Dispute, 1963-64                       |           |           |

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| ALSSA, TWU, 1971                                                                            | Box 1 | Folder 12 |
| ALSSA Field Guide for Local Executive Councils                                              | Box 1 | Folder 13 |
| ALSSA United Airlines MEC Meetings, 1958-59                                                 | Box 1 | Folder 14 |
| Canadian Air Line Pilot Association (CALPA), 1971                                           | Box 1 | Folder 15 |
| Council Services, 1971                                                                      | Box 1 | Folder 16 |
| Constitution and By-Laws, 1949-59                                                           | Box 1 | Folder 17 |
| Constitution and By-Laws, 1968-70                                                           | Box 1 | Folder 18 |
| Constitution and By-Laws Rewriting, 1969                                                    | Box 1 | Folder 19 |
| Daily Status Reports, 1971                                                                  | Box 1 | Folder 20 |
| Day Care Services, 1971                                                                     | Box 1 | Folder 21 |
| Education, 1971                                                                             | Box 1 | Folder 22 |
| Employee Policy Manual, 1965                                                                | Box 1 | Folder 23 |
| Equal Employment Opportunity Commission (EEOC) Materials on Age and Marriage Discrimination | Box 1 | Folder 24 |
| Equal Employment Opportunity Commission (EEOC) Materials on Age and Marriage Discrimination | Box 1 | Folder 25 |
| Equal Employment Opportunity Commission (EEOC) Materials on Age and Marriage Discrimination | Box 1 | Folder 26 |
| EEOC Correspondence and Articles, 1964                                                      | Box 1 | Folder 27 |
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| EEOC Correspondence, 1971                                                                   | Box 2 | Folder 4  |
| State Commission for Human Rights, 1965                                                     | Box 2 | Folder 5  |
| Allegheny Airlines v. New York State Commission of Human Rights, 1966                       | Box 2 | Folder 6  |
| EEOC, Conference with Members of the Airline Industry and Union Officials, 1966             | Box 2 | Folder 7  |



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| EEOC, "Sex as a Bona Fide Occupational Qualification for Stewardesses," Statement of United Airlines, 1966 | Box 2 | Folder 8  |
| EEOC Statement of Margie Cooper                                                                            | Box 2 | Folder 9  |
| EEOC Statement of Margie Cooper                                                                            | Box 2 | Folder 10 |
| Senate Subcommittee Investigation on Age Discrimination, 1967                                              | Box 2 | Folder 11 |
| Senate Subcommittee Investigation on Age Discrimination, Statements                                        | Box 2 | Folder 12 |
| Senate Subcommittee Investigation on Age Discrimination, Statements                                        | Box 2 | Folder 13 |
| Federal Aviation Administration (FAA)                                                                      | Box 2 | Folder 14 |
| FAA Notice of Proposed Rule Making (NPRM) 70-35, 1971                                                      | Box 2 | Folder 15 |
| FAA Notice of Proposed Rule Making (NPRM) 70-35, 1971                                                      | Box 2 | Folder 16 |
| Field Services, 1971                                                                                       | Box 2 | Folder 17 |
| Finance, 1971                                                                                              | Box 2 | Folder 18 |
| Financial Statements, S&S Division, 1970                                                                   | Box 2 | Folder 19 |
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| Joint Council Offices (JCO), 1971                                                                          | Box 2 | Folder 27 |
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| Legal                                                                                                      | Box 2 | Folder 29 |
| Local Executive Council Administration Manual                                                              | Box 2 | Folder 30 |
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| Membership, 1971                                                                                           | Box 3 | Folder 2  |
| National Transportation Safety Board, 1971                                                                 | Box 3 | Folder 3  |
| S&S Division Newsletters and Mailings, 1959-60                                                             | Box 3 | Folder 4  |
| S&S Division Newsletters and Mailings, 1961                                                                | Box 3 | Folder 5  |
| S&S Division Newsletters and Mailings, 1962                                                                | Box 3 | Folder 6  |

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| S&S Division Newsletters and Mailings, 1970-71         | Box 3 | Folder 8  |
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| Personnel Policies, 1971                               | Box 3 | Folder 10 |
| Policy Manual, 1962-66                                 | Box 3 | Folder 11 |
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| S&S Division Policy Manual, 1965-66                    | Box 3 | Folder 17 |
| Strike Information, 1958-70                            | Box 3 | Folder 18 |
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| Supersonic Transportation (SST), 1971                  | Box 3 | Folder 20 |
| Wage-Price Freeze, 1971                                | Box 3 | Folder 21 |
| Correspondence (ALSSA), 1952                           | Box 3 | Folder 22 |
| Correspondence (ALSSA), 1958                           | Box 3 | Folder 23 |
| Correspondence (ALSSA), 1959                           | Box 3 | Folder 24 |
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| Correspondence; Vice President, Margie Cooper, 1966    | Box 3 | Folder 37 |
| Correspondence; Vice President, Margie Cooper, 1967-70 | Box 3 | Folder 38 |

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| Correspondence; General Manager, 1971                          | Box 3 | Folder 42 |
| Correspondence; Regional Vice Presidents, 1970                 | Box 3 | Folder 43 |
| Correspondence; Secretary, 1964-65                             | Box 3 | Folder 44 |
| Correspondence; Secretary, 1970-71                             | Box 3 | Folder 45 |
| Correspondence; Treasurer, 1962-64                             | Box 3 | Folder 46 |
| Correspondence; Treasurer, 1965-67                             | Box 3 | Folder 47 |
| Correspondence; Accounting, 1969                               | Box 4 | Folder 1  |
| Correspondence; Accounting, 1971                               | Box 4 | Folder 2  |
| Correspondence; Air Line Employees Association (ALEA), 1962-70 | Box 4 | Folder 3  |
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| Correspondence; Crew Complement, 1964-65                       | Box 4 | Folder 5  |
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| Correspondence; FAA, 1963                                      | Box 4 | Folder 11 |
| Correspondence; Iris Peterson's Council Membership             | Box 4 | Folder 12 |
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