



Sent via electronic mail with delivery receipt: info@aflegal.org

November 7, 2024

Will Scolinos
America First Legal Foundation
611 Pennsylvania Avenue SE, #231
Washington, DC 20003

Complaint Reference Number: I00311634

This is to acknowledge receipt of your organization's complaint against United Airlines alleging a violation of Executive Order 11246, as amended.

On November 5, 2024, the Office of Federal Contract Compliance Programs (OFCCP) held an informal compliance conference with United Airlines in accordance with 41 C.F.R. 60-1.24(c)(2) to address the allegations made in the complaint filed by America First Legal Foundation.

This letter confirms the following commitments:

1. United Airlines understands that OFCCP regulations do not permit quotas, preferences, or set asides.
2. United Airlines agrees that placement goals (under Executive Order 11246), utilization goals (under Section 503), and hiring benchmarks (under VEVRAA) are not to be interpreted as a ceiling or floor for the employment of particular groups of persons but, rather, should serve as a benchmark against which United Airlines measures the representation of persons within its workforce.
3. If United Airlines fails to meet a utilization goal or hiring benchmark, United Airlines will assess its employment practices and take appropriate measures to address identified problem areas and remedy any unlawful discrimination. Such remedies may include assessing and revising policies and practices that hinder equal employment opportunities, broadening recruitment and outreach to increase the diversity of applicant pools, and/or instituting training and/or apprenticeship programs to increase promotion opportunities and applications from underrepresented groups.

This concludes our processing of this matter.

Sincerely,

Carmen Navarro
Midwest Regional Director