

U.S. Department of Labor

Office of Federal Contract Compliance Programs
Southwest and Rocky Mountain Regional Office
525 South Griffin Street, Suite 840
Dallas, TX 75202



December 2, 2024

Via Electronic Mail: info@aflegal.org

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

Re: Complaint Number I00314253

Dear Will Scolinos:

This correspondence acknowledges receipt of your organization's complaint, filed against Southwest Airlines Co., alleging a violation of Executive Order 11246, as amended (EO 11246).

On December 2, 2024, the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), held an informal compliance conference with Southwest Airlines Co. in accordance with 41 CFR §60-1.24 (c) (2) to address the allegations made in your complaint filed against Southwest Airlines Co.

This letter confirms the following commitments:

1. Southwest Airlines Co. understands that OFCCP regulations do not permit quotas, preferences, or set asides.
2. Southwest Airlines Co. agrees that placement goals (under Executive Order 11246), utilization goals (under Section 503 of the Rehabilitation Act of 1973, as amended), and hiring benchmarks (under the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212) 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 Southwest Airlines Co. measures the representation of persons within its workforce.
3. If Southwest Airlines Co. fails to meet a utilization goal or hiring benchmark, Southwest Airlines Co. 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,

Ronald W. Sullivan, II

Ronald W. Sullivan, II
Regional Director