

# News Release



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## **U.S. Labor Department, Los Angeles aviation facility reach agreement on hiring women** *Agency review determined women hired less often, paid less*

**SAN FRANCISCO** – The U.S. Department of Labor and Aircraft Service International Group (ASIG) have agreed to settle findings of gender discrimination in hiring for ground services positions at ASIG’s Los Angeles International Airport facility following a review by the department’s Office of Federal Contract Compliance Programs (OFCCP).

OFCCP investigators found that the facility’s selection process disproportionately rejected women for ground services jobs. The review also found that women working in cabin service positions were paid less than their male counterparts. Under the terms of the agreement, ASIG will pay 95 women who applied for positions in 2005 an equal share of \$90,856, which includes back pay, benefits and interest. In addition, 21 women working in cabin service positions will share \$12,903 to settle findings of pay discrimination. Each of the former applicants identified will be notified of her eligibility to receive a share of the back wages and be provided an application for a ground service worker position. ASIG will hire 44 of the previously rejected applicants as ground service workers.

“This administration is committed to ensuring that all Americans are hired, promoted and compensated fairly, without respect to race, gender, ethnicity, disability, religion or veteran status,” said OFCCP Deputy Assistant Secretary Charles E. James Sr. “We strongly encourage other employers to take proactive steps to prevent workplace discrimination.”

ASIG cooperated in the review and has agreed to take proactive measures to ensure that discrimination noted by the Labor Department does not recur, including reviewing company application and selection criteria and procedures and ensuring job qualifications are uniformly applied to applicants. ASIG also agreed to ensure that its recruitment and compensation systems provide equal opportunity, irrespective of gender. ASIG will perform adverse impact analyses at least annually, and provide supervisory and management staff with necessary training, including sexual harassment prevention training.

ASIG is a subcontractor to a number of airlines and other aviation industry companies contracting with the U.S. Department of Defense.

OFCCP, an agency of the U.S. Department of Labor’s Employment Standards Administration, enforces Executive Order 11246 and other laws that prohibit employment discrimination by federal contractors. The agency monitors federal contractors to ensure that they provide equal employment opportunities without regard to race, gender, color, religion, national origin, disability or veteran status.

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