

News Release



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ABF Freight System in Dallas agrees to pay \$300,000 to African American, Hispanic and female applicants to remedy hiring discrimination *Company will also hire 24 of the previously rejected applicants*

DALLAS – The U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) today announced that ABF Freight System Inc. (ABF) in Dallas has agreed to settle findings of hiring discrimination against 778 African American, Hispanic and female rejected applicants for the position of checker casual. The company is headquartered in Fort Smith, Ark.

The agreement settles the department’s allegations that ABF engaged in hiring discrimination against African Americans and Hispanics who applied for checker casual positions from May 3, 2004, through May 3, 2006, and against female applicants from May 3, 2004, through April 30, 2007.

“This administration is committed to ensuring that all Americans are hired, promoted and compensated fairly, without respect to their race, gender, ethnicity, disability, religion or veteran status,” said OFCCP Deputy Assistant Secretary Charles E. James Sr. “This settlement of \$300,000 on behalf of 778 African American, Hispanic and female applicants should put all federal contractors on notice that the Labor Department is serious about eliminating systemic discrimination.”

“We strongly encourage other employers to take proactive steps to come into compliance with the law to prevent workplace discrimination,” said OFCCP Southwest and Rocky Mountain Regional Director Joan Sessoms Ford.

Under the terms of the agreement, ABF will pay 778 African American, Hispanic and female applicants a total of \$300,000 in back pay and interest, and will provide 24 checker casual positions to class members. The company also has agreed to undertake extensive self-monitoring measures to ensure that all hiring practices fully comply with the law and will immediately correct any discriminatory practices. In addition, ABF will ensure compliance with Executive Order 11246 recordkeeping requirements.

OFCCP, an agency of the 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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