



SUPPLEMENTAL NOTICE CONCERNING CLASS COMPLAINT

In or around March 2007, employees and applicants for positions at the Mike Monroney Aeronautical Center (MMAC) in Oklahoma City, Oklahoma received notice that the U.S. Equal Employment Opportunity Commission (EEOC) certified a class of Federal Aviation Administration employees and job applicants alleging discrimination as follows:

Whether the Federal Aviation Administration (FAA) at the Mike Monroney Aeronautical Center (MMAC) in Oklahoma City, Oklahoma discriminated against African-American applicants during the period beginning February 6, 2001 to the present and African-American employees occupying permanent positions during the period of November 1, 1997 to present, who were denied employment (in either temporary or permanent GS-5 or higher positions) or promotion to a GS-5 or higher position (either competitively or non-competitively) due to the disparate impact of subjective promotion practices on the basis of their race.

By Order dated May 31, 2019, the EEOC Administrative Judge assigned to the case decertified this class. Pursuant to the decertification, the Administrative Judge issued the attached "Notice Concerning Class Complaint." The Class Agents and the Class appealed. On August 12, 2025, the EEOC issued its final decertification order. The EEOC found that the Administrative Judge was correct to decertify the class action. As a result of the decertification, the class action no longer exists, and the Agency is now required to post and distribute the Notice Concerning Class Complaint.

EEOC regulations provide that an employee who believes s/he has been discriminated against on the basis of race, color, religion, sex, national origin, age, or disability must initiate contact with an EEO Counselor within forty-five (45) days of the date of the matter alleged to be discriminatory. This period has been tolled from the date of the filing of the present class complaint. However, as a result of the EEOC's decertification order, the 45-day time period will no longer be tolled. Therefore, if you believe that you were discriminated against with respect to hiring or promotion decisions at MMAC based on your race (African American) during the noted period, you must seek EEO counseling within forty-five (45) days of your receipt of this Supplemental Notice Concerning Class Complaint and/or the Notice Concerning Class Complaint. Failure to do so may result in the loss of your right to file an EEO complaint concerning such alleged discrimination.

The FAA Office of Civil Rights has established the National Intake Unit for current and former employees and applicants who wish to initiate the EEO Pre-Complaint process. To initiate the process, you may fill out the Pre-Complaint of Discrimination form at <https://cdms.my.site.com/EEOComplaints/s/eeo-complaint-form>, send an email to ACR Complaint Services at 9-ACR-EEOComplaint-Services@faa.gov, or call 1 (888) WK-IT-OUT (1 (888) 954-8688) or 1 (800) 877-8339 (TTY relay service). The hours of operation are from 8:00 a.m. to 6:00 p.m. ET, Monday through Friday except for holidays. If you need to contact us during non-operational hours, please leave a voicemail and a counselor will return your call within the next 48 hours.

DATE: March 3, 2026

A handwritten signature in black ink that reads "Michelle Labov".

Michelle Labov
Director (A)
National Complaint and ADR Services
Office of Civil Rights
Federal Aviation Administration