

STATEMENT OF CHARLES E. WEITHONER, ASSOCIATE ADMINISTRATOR FOR HUMAN RESOURCE MANAGEMENT, FEDERAL AVIATION ADMINISTRATION, BEFORE THE HOUSE COMMITTEE ON GOVERNMENT OPERATIONS, SUBCOMMITTEES ON GOVERNMENT ACTIVITIES AND TRANSPORTATION, AND EMPLOYMENT AND HOUSING, CONCERNING MINORITY EMPLOYMENT. SEPTEMBER 30, 1986.

Madam Chairwoman, Mr. Chairman, and Members of the Subcommittees:

I am Charles E. Weithoner, FAA's Associate Administrator for Human Resource Management. With me today is Leon Watkins, Director of Civil Rights for the FAA. We are pleased to appear before the Subcommittee today to briefly describe for you the FAA's former role in contract compliance and our current posture of minority and female employment within the agency.

Until 1978, the FAA's Office of Civil Rights was responsible for conducting compliance reviews of air carriers which had government contracts or subcontracts. This function was performed pursuant to a delegation of authority from the Department of Labor to the Department of Transportation. This contract compliance function was exercised over air carriers and other firms engaged in air transportation which contracted with the Federal Government, regardless of which Federal agency was the contracting agency.

As I noted, our performance of this function ended in October 1978. This was as the result of a government reorganization which took effect then. Significantly, at that time all records of compliance reviews and other actions associated with this process

were transferred to the Office of Federal Contract Compliance Programs within the Department of Labor.

During the time we exercised oversight responsibility in the contract compliance area, our program was conducted in accordance with OFCCP procedures and regulations. OFCCP was routinely advised of our activities, and periodic audits were conducted of our reviews by DOT and OFCCP personnel, who sometimes accompanied FAA reviewers to airline facilities.

Since we have not had responsibility in this area since 1978, we are simply unable to provide any current analysis with respect to the Subcommittees' interest in employment of blacks and other minorities and females within the aviation industry at large. I can say, however, based on our prior involvement in this area, that the OFCCP regulations appeared to have been having the desired effect of increasing the numbers of minorities and women in most job categories.

We continue to have responsibility within the FAA for minority and female employment, and we have continued to strive toward achieving greater representation of persons within these categories in our workforce. On the whole, I believe we have made steady progress in this area. Five years ago, 8.5% of our controllers were minorities; today, that figure has increased to

9.2%. Our electronic technician workforce has increased from 14.9% minorities to 15.9%; in engineering, minority representation in the FAA has jumped from 12.3% to 16.3%; and we have increased minority employment in our aviation safety inspector workforce from 6.7% to 7.5%.

We also have issued a number of grants to minority institutions for purchase of equipment, construction and modification of buildings in support of airway science programs. In the past two fiscal years, we have issued grants totalling \$5.094 million to the following minority institutions: Tennessee State University, Texas Southern University, Florida Memorial College, California State University, and Elizabeth City State University.

That completes my prepared statement. We would be pleased to respond to questions you may have at this time.