



National Aeronautics and Space  
Administration  
Goddard Space Flight Center

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CONTRACTORS	**

# ANNOUNCEMENT

**SUBJECT: Settlement of Class Action Complaint**

## Summary

On May 2, 2002, the Equal Employment Opportunity Commission (EEOC) gave initial approval to a settlement reached between Goddard and the Class Agent in a class action complaint filed on behalf of 120 African American scientists and engineers (S&E's) at the GS-13 and 14 levels. Class members will have the opportunity to submit comments on the terms of the settlement at a July 8, 2002 Fairness Hearing before the Agreement receives final approval from the EEOC. The settlement provides a \$3.75 million fund that includes \$2.3 million for distribution to Class members, \$929K in attorney's fees, and \$500K in class service awards to be allocated among the class agents. It also provides for the Director of AETD to oversee a promotion review for all Class members and for non-Class member S&E's at the GS 13 and 14 levels who have 8 years or more time-in-grade. Goddard has committed to promote those employees whose duties and performance warrant it. All of our employees will benefit from our agreement to implement an independent review of some of our performance management and EEO procedures.

## Background

The complaint alleged that NASA Goddard discriminated against African American S&E's in terms of senior level promotions to GS-14 and GS-15 levels. After the EEOC provisionally certified the class, the parties entered into voluntary mediation in an effort to address the concerns raised in the complaint without further delay and expenditure of resources.

## For More Information

The text of the Settlement Agreement is available in its entirety, together with some Frequently Asked Questions, at <http://eeo.gsfc.nasa.gov/classaction.html>.

A schedule of Brown Bag Discussions with the Director of AETD and representatives from the Chief Counsel's Office, the Office of Human Resources and the Equal Opportunity Programs Office is on the reverse side of this announcement.

**Brown Bag Discussions**  
**Class Action Settlement Agreement and Its Impact**

<b>Date</b>	<b>Time</b>	<b>Where</b>
<b>Thursday, May 9</b>	<b>11:30-1:00</b>	<b>Building 2 Room 8</b>
<b>Thursday, May 16</b>	<b>11:30-1:00</b>	<b>Building 2 Room 8</b>
<b>Friday, May 17</b>	<b>11:30-1:00</b>	<b>E-2 Classroom (WFF)</b>
<b>Thursday, May 23</b>	<b>11:30-1:00</b>	<b>Building 2 Room 8</b>

If you have further questions please feel free to contact either me at 301-286-7348 or any of the following members of the implementation team:

**Points of  
Contact**

- Lynne Slater, Associate Chief, Equal Opportunity Programs  
301-286-7770 (Voice/TDD)
- Dorothy Kerr, Agency Representative, Office of Chief Counsel  
301-286-5603
- Dan Krieger, Special Assistant to the Director of Applied Engineering and  
Technology 301-286-7913
- Tonya West, Special Assistant to the Director of Human Resources  
301-286-8545

**Dillard Menchan**  
**Chief, Equal Opportunity Programs Office**