

IN THE UNITED STATES DISTRICT COURT FOR THE
NORTHERN DISTRICT OF ALABAMA
SOUTHERN DIVISION

UNITED STATES OF AMERICA, by
RAMSEY CLARK, Attorney
General,

Plaintiff,

v.

H. K. PORTER COMPANY, INC.,
a Corporation,

Defendant.

CIVIL ACTION NO. _____

C O M P L A I N T

The United States of America, by Ramsey Clark, Attorney
General, alleges:

1. This is an action brought by the Attorney General
on behalf of the United States pursuant to the provisions
of 42 U.S.C. 2000e-6(a).

2. This Court has jurisdiction of this action under
42 U.S.C. 2000e-6(b), and 28 U.S.C. 1345.

3. Defendant H. K. Porter Company, Inc. (hereinafter
sometimes referred to as "the company"), is incorporated
under the laws of the State of Delaware, doing business in
the State of Alabama and the City of Birmingham. Through
its Connors Steel Division the company operates and main-
tains mills, plants, and manufacturing facilities employ-
ing approximately 700 persons in Birmingham, Alabama.

4. The defendant company is an employer within the
meaning of 42 U.S.C. 2000e-(b), and is engaged in an
industry affecting commerce within the meaning of 42
U.S.C. 2000e-(h).

5. The defendant company is engaged in a pattern and practice of discrimination in employment against Negroes on account of their race; such pattern and practice has included,

- a. Classifying departments and job categories in such a manner as to provide higher paying jobs for white persons and lower paying jobs for Negroes;
- b. Failing to provide opportunities for advancement to Negroes on the same basis as opportunities for advancement are provided to white persons;
- c. Assigning Negroes to jobs in limited promotion lines; and
- d. Limiting, segregating and classifying employees in such a manner as to deprive or tend to deprive Negroes of employment opportunities or otherwise adversely affect their status on account of race.

6. The foregoing pattern and practice is of such a nature and is intended to deny the full exercise by Negroes of rights secured to them by 42 U.S.C. 2000c-2(a).

WHEREFORE, the plaintiff prays for an order:

1. Enjoining the defendant company, its officers, agents, employees, successors, and all persons in active concert or participation with them from engaging in any racially discriminatory employment practice and specifically from:

- a. Classifying departments and job categories in such a manner as to provide higher paying jobs for white persons and lower paying jobs for Negroes;

- b. Failing to provide opportunities for advancement to Negroes on the same basis as opportunities for advancement are provided to white persons;
- c. Assigning employees to jobs in promotion lines on the basis of race;
- d. Limiting, segregating or classifying employees in such a manner as to deprive or tend to deprive Negroes of employment opportunities or otherwise adversely affect their status on account of race; and
- e. Failing or refusing to take reasonable steps to correct the effects of the defendant company's past pattern and practice of racial discrimination in employment against Negroes.

Plaintiff further prays for such other and further relief as the interests of justice may require, together with the costs and disbursements of this action.

Ramsey Clark

RAMSEY CLARK
Attorney General

John Doar

JOHN DOAR
Assistant Attorney General

MACON L. WEAVER
United States Attorney

Frank M. Dunbaugh

FRANK M. DUNBAUGH
Attorney
Department of Justice