

## EEOC Litigation Settlements September 2004

- **EEOC v. Carl Buddig & Co.**

No. 02-C-2240 (N.D. Ill. September 7, 2004)

The Chicago District Office filed this Title VII case alleging that the defendant, which processes and packages meat and deli products in South Holland, Illinois, a Chicago suburb, denied employment to African American applicants because of their race and segregated female applicants into lower paying jobs. Defendant's hiring practices included reliance on referrals of its almost all white workforce, many of whom were Eastern European immigrants, and physically segregating the employment applications of women, considering them only for packing line jobs in which periodic raises were characteristically lower than in other unskilled jobs. The case arose out of a Commissioner's Charge filed in 1998 which referenced discriminatory practices occurring since 1991.

The suit was resolved by a three-year consent decree under which the defendant will pay \$2.5 million in damages to approximately 325 claimants. The decree enjoins defendant from race or sex discrimination in hiring and job assignments; requires that defendant use its best efforts to assure that the race and sex of its hires, on an annual basis and in the aggregate, reflect the racial and sexual makeup of its applicant pool; and requires that female applicants at production facilities who do not specifically indicate an interest in packing jobs be considered for all vacant production positions. Further, during the term of the decree, defendant will fill production positions by alternating hires between interested claimants and its usual applicant flow.