

- **EEOC v. O'Reilly Automotive, Inc., dba O'Reilly Auto Parts**

No. 03-1347-WEB (D. Kan. June 16, 2004)

The St. Louis District Office brought this Title VII/PDA case alleging that one of the nation's largest specialty retailers of automotive aftermarket parts, tools, and supplies discharged charging party, an assistant manager at an autoparts store, because she was pregnant. CP's doctor had imposed a 30-pound lifting restriction, and although the store manager and district manager agreed that CP could continue working despite the restriction, defendant's Human Resources staff in its Springfield, Missouri headquarters decided she could not work. After CP exhausted her leave under the Family & Medical Leave Act, she was terminated since she was still pregnant and had lifting restrictions. Defendant had permitted other employees with temporary medical conditions to work even though they had lifting restrictions. Under a two-year consent decree, defendant is required to pay CP \$15,000 in lost wages and benefits and \$35,000 in compensatory damages, and to provide her with a positive letter of reference. The decree also prohibits defendant from discriminating against its employees on the basis of pregnancy or gender. Defendant must make periodic reports providing details about each female employee who takes a pregnancy-related leave of absence, including whether the leave was voluntary or involuntary, whether the employee was terminated, and, if applicable, the reasons for termination.