

- **EEOC v. Pacific Micronesia Corp.**

No. 02-0015 (D. N. Mar. I. Mar. 3, 2004)

The San Francisco District Office filed this Title VII action against defendants, the current and former owners of the Dai-Ichi Hotel, Saipan, alleging that the former owner terminated over 40 employees in 1998 and 1999, following a union organizing campaign, due to their Filipino national origin. The former owner had replaced the Filipino workers with employees from countries other than the Philippines because it believed they would be less likely to support unions. The complaint further alleged that the former owner denied promotions to Assistant Executive Chef to non-Japanese employees, and retaliated against charging party, a Filipino hotel cook, by terminating him because he filed a charge with EEOC.

The case was resolved by a consent decree in which the former owner agreed to make a total payment of \$400,000 to be divided among the charging party and class members. Although the current owner (Asia Pacific Hotel, Inc.) was dismissed from the suit, it agreed to a court order enjoining it from failing or refusing to renew the one-year employment contracts of 23 current and former Filipino employees, and requiring it to pay travel costs to Saipan for any such person not on Saipan, to apply for necessary entry permits and work authorizations for nonresident persons covered by the order, and to offer nonresident persons housing and meals at the hotel on the same terms as other hotel employees.