

- **EEOC v. Griffin Pipe Products Company**

No. 01-4545 (D. N.J. February 13, 2003)

The Philadelphia District Office alleged in this Title VII lawsuit that defendant, a manufacturer of ductile iron pipe and fittings, failed to promote black employees from labor to management positions because of their race. Vacancies were not posted and black employees were denied the opportunity to compete for such promotions. Instead, defendant promoted white employees who were similarly or less qualified than the black employees. The case was resolved through a consent decree which provides for a total payment of \$100,000 to 22 claimants. In addition, defendant will conduct an analysis of each salaried position at its manufacturing facility which involves the supervision of union workers and provide job validations to EEOC, establish validated minimum qualifications for each position, amend the job descriptions to reflect the minimum qualifications and clearly state the minimum qualifications on the job postings. Defendant agrees to develop interview questions that are linked to the knowledge, skill or ability required for the job in question, train its interviewers in interviewing techniques and rating and conduct a meeting with the union employees to explain the new system during which qualifications for promotions, pay, overtime and incentives will be discussed.