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 4 EQUAL EMPLOYMENT OPPORTUNITY
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12 **UNITED STATES DISTRICT COURT**
 13 **EASTERN DISTRICT OF CALIFORNIA**

12	EQUAL EMPLOYMENT OPPORTUNITY)	Civil Action No. CIV-S-04-1751 FCD GGH
13	COMMISSION,)	
14	Plaintiff,)	AMENDED CONSENT DECREE
15	v.)	
16	LAMBKA & RENFROE L.L.C., d/b/a/ PERKO’S CAFÉ and DYNACO, INC.,)	
17	Defendants.)	
18	_____)	

19
 20 **I. INTRODUCTION**

21 1. Plaintiff, EEOC, filed this action alleging that defendants, Lambka & Renfroe
 22 L.L.C. d/b/a Perko’s Café and Dynaco, Inc., subjected Charging Party Raymie and other Hispanic
 23 and/or Mexican employees to unlawful harassment based on their national origin and ultimately
 24 caused the unlawful discharge of a class of Hispanic/Mexican employees. Defendants deny
 25 Plaintiff’s allegations and claims in this action.

26 2. Defendant Dynaco, Inc., has been dismissed from the action by the EEOC.

1 the record herein, and the applicable law, and now approves the Consent Decree in its entirety.

2 **V. MONETARY SETTLEMENT**

3 13. Defendant agrees to pay the gross sum of \$35,000.00 (hereinafter “Settlement
4 Sum”) through quarterly payments outlined below. The EEOC will inform Defendant how the
5 Settlement Sum shall be apportioned between the Claimants.

6 14. Payment to the Claimants shall be made in equal quarterly payments totaling the
7 Settlement Sum of \$35,000.00, commencing on or about July 31, 2005 or as soon thereafter as
8 practicable, and continuing for a period of three (3) years thereafter. No interest shall accrue or
9 be incurred by Defendant. The monetary relief shall be issued in checks drafted in each of the
10 Claimant’s names and amounts as outlined in Exhibit A. The checks shall be delivered to the
11 EEOC for distribution. The checks shall be payable to the order of the Claimants in the form of
12 business checks, cashier’s checks, or certified checks. Defendant also will issue an IRS Form
13 1099 for each of the checks issued pursuant to this paragraph.

14 A. Defendant will mail the copies of the IRS Form 1099 to Evangelina Fierro
15 Hernandez, Senior Trial Attorney for the EEOC, at 350 The Embarcadero, San
16 Francisco, CA 94105, simultaneously with the mailing of the checks.

17 B. Payment of monetary relief to the Claimants shall be contingent on the
18 execution of a release of all claims against Defendant by each of the Claimants.
19 No portion of this Settlement Sum is attributable to or representative of any type
20 punitive damages claim.

21 **VI. GENERAL INJUNCTIVE RELIEF**

22 15. ***Retaliation:*** Consistent with Section 704 of Title VII, 42 U.S.C. §2000e-3,
23 Defendant, its officers, agents, managers (including supervisory employees), successors or assigns
24 and all those in active concert or participation with them, agree not to engage in, implement or
25 permit any action, policy or practice with purpose of retaliating against any of the Claimants or
26 any person who was identified as a possible claimant or witness in this action because they

1 opposed any alleged practice; or testified or participated in any manner in any investigation,
2 proceeding or hearing in connection with this case.

3 **VII. SPECIFIC INJUNCTIVE RELIEF**

4 16. Defendant affirms its continuing commitment to the objectives contained in the
5 following “Statement of Zero-Tolerance Policy and Equality Objectives”:

6 Defendant is firmly committed to maintaining a zero-tolerance
7 policy concerning discriminatory harassment and retaliation against
8 individuals who report harassment in the company’s workplace; to
9 swiftly and firmly responding to any acts of harassment and
10 retaliation of which the company becomes aware; to implementing a
disciplinary system that is designed to strongly deter future acts of
harassment or retaliation; and to actively monitoring its workplace
in order to ensure tolerance, respect and dignity for all people.

11 This paragraph does not create any contractual or common law causes of action or other rights
12 that would not otherwise exist under statute.

13 17. Defendant agrees to develop and implement the following policies, procedures and
14 practices at the Perko’s Café currently operated by Defendant:

15 ***EEO and Harassment Policies***

16 A. To the extent necessary Defendant shall revise its EEO & harassment
17 policies (in English and Spanish) within thirty (30) days of signing the Consent
18 Decree, such that the policies: (i) include definitions of discriminatory harassment,
19 with specific reference to harassment based on race; (ii) include examples to
20 supplement the definitions of harassment based on race; (iii) provide for substantial
21 discipline and/or corrective action for incidents of discriminatory harassment; (iv)
22 include non-retaliation language with examples to supplement the definition of
23 retaliation; (v) provide for substantial discipline for incidents of retaliation; (vi)
24 provide that complaints of harassment and/or retaliation will be received
25 irrespective of whether they are made verbally or in writing; (vii) explain that
26 Defendant will conduct a prompt and thorough investigation after a complaint is
27 made or received and will take remedial action if necessary upon conclusion of an

1 investigation; and (viii) indicate that, promptly upon the conclusion of the
2 investigation of a complaint, Defendant will communicate to the complaining party
3 the results of the investigation and the remedial actions taken or proposed, if any.

4 B. Defendant shall effectively disseminate its revised policies and procedures
5 by:

6 (i) Distributing copies to all current employees of Defendant within 10
7 days of their adoption;

8 (ii) Giving a copy of the revised policies and procedures to and
9 reviewing them with all new employees of Defendant upon the employees'
10 hire.

11 C. Defendant will submit a copy of the revised EEO and harassment policies
12 to EEOC at the same time it submits its report on the completion of training as
13 described below in Section IX.

14 D. Defendant will submit a copy of the complaint procedures to the EEOC at
15 the same time it submits its certification of completion of training as required by
16 Section IX.

17 ***Supervisor Accountability.***

18 E. Defendant agrees that it shall impose substantial discipline – up to and
19 including termination, suspension without pay, or demotion – upon any supervisor
20 or manager who the company determines has engaged in harassment or has
21 knowingly permitted any such conduct to occur in his or her work area or among
22 employees under his or her supervision, or who Defendant determines has
23 retaliated against any person who complains or participates in any investigation or
24 proceeding concerning any such harassment.

25 F. Defendant shall advise managers and supervisors of their duty to actively
26 monitor their work areas to ensure employee compliance with the harassment

1 policy, and to report any incidents and/or complaints of harassment and/or
2 retaliation of which they become aware.

3 ***Harassment Training***

4 G. Within six months of entry of this Decree, Defendant will present to all of
5 its employees, including owners, managers and supervisors, at least one (1)
6 hour of mandatory anti-harassment training.

7 (i) The training shall be developed and presented by an outside source,
8 i.e., someone who is not employed by Defendant, who is knowledgeable
9 about Title VII and discriminatory harassment and who has the
10 background, skill and ability to educate Defendant's employees about the
11 issue of discriminatory harassment in the workplace. The training will
12 include examples of the types of remarks and behavior that will not be
13 tolerated in Defendant's business locations. The training will further inform
14 each participant that he or she is responsible for knowing and complying
15 with the contents of Defendant's EEO and harassment policies and
16 procedures.

17 (ii) Supervisors and/or managers who will assume responsibility for
18 enforcing Defendant's EEO and harassment policies upon expiration of the
19 Consent Decree shall also receive training on appropriate techniques for
20 documenting and investigating complaints of harassment. The training on
21 investigative techniques can be included as a component of the mandatory
22 discriminatory harassment training.

23 (iii) The owners or principals of Defendant will also receiving training
24 on appropriate techniques for documenting and investigating complaints of
25 harassment.

26 H. The cost of the training described in paragraph G above shall be borne by

1 Defendant.

2 I. Defendant will retain records of the training programs, copies of any
3 materials distributed during the training and lists documenting the dates on which it
4 held the training and identifying the persons who attended. Defendant will provide
5 a copy of these records and training materials to the EEOC within thirty (30) days
6 of completion of the trainings.

7 **VIII. REPORTING**

8 18. Six months after entry of the Consent Decree and again every six months
9 thereafter, Defendant will submit reports to the EEOC summarizing any complaints of harassment
10 received by Defendant during the preceding six-month period. The reports will include the
11 identities of the complainant(s) and the alleged harasser(s), a summary of action taken in response
12 to the complaint, and the resolution of any such complaint. Defendant will attach copies of the
13 corresponding written records.

14 19. Within thirty (30) days after completion of the anti-harassment training outlined in
15 paragraph 17.G. above, Defendant will send the EEOC appropriate verification of its completion
16 of the training. See also paragraph 17.1.

17 20. Defendant shall submit a final report to the EEOC thirty (30) days before the
18 Consent Decree expires containing a statement verifying its compliance with the terms of the
19 Consent Decree.

20 **IX. RETENTION OF JURISDICTION AND EXPIRATION OF**
21 **CONSENT DECREE**

22 21. This Consent Decree shall terminate three (3) years from the date of entry by the
23 court, unless EEOC petitions this court for an extension of the Decree because of alleged
24 noncompliance by Defendant. If EEOC determines that Defendant has not complied with the
25 Consent Decree, EEOC will provide written notification of the alleged breach to Defendant and
26 will not petition the court for enforcement sooner than thirty (30) days after providing such

1 written notification. The thirty-day period following written notice shall be used by the parties for
2 good faith efforts to resolve the issue. If EEOC petitions the court and the court finds Defendant
3 to be in substantial violation of the terms of the Decree, the court may extend this Consent Decree
4 and provide appropriate remedies and orders.

5 22. This Court shall retain jurisdiction over this action for the purposes of enforcing
6 the provisions of this Consent Decree. This Consent Decree shall expire by its own terms at the
7 end of three (3) years without further action by the parties.

8 Respectfully submitted,

9
10 DATED: _____, 2005 By _____
11 WILLIAM TAMAYO
12 U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION

13 DATED: _____, 2005 By _____
14 JONATHAN PECK
15 U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION

16 DATED: _____, 2005 By _____
17 EVANGELINA FIERRO HERNANDEZ
18 U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION

19 DATED: _____, 2005 By _____
20 ROBERT J. SCHNACK
21 BULLIVANT HOUSER BAILEY PC
11335 Gold Express Drive, Suite 105
Gold River, CA 95670-6310

22
23 APPROVED AND SO ORDERED on August 1, 2005:

24 /s/ Frank C. Damrell Jr.
25 U.S. District Judge

26
27 Consent Decree
28 Civil Action No. CIV-S-04-1751 FCD GGH