

## EEOC LITIGATION SETTLEMENTS – AUGUST 2005

- EEOC v. SPD Technologies, Inc.  
No. 04-5771 (E.D. Pa. Aug. 17, 2005)

In this Title VII/EPA suit, the Philadelphia District Office alleged that defendant, a Defense Department contractor that manufactures electronic and communications equipment, paid charging party, a senior buyer at its Philadelphia facility, lower wages than men performing substantially equal work, because of her sex. After 6 years as a secretary/junior buyer and 5 years as a buyer for defendant, charging party rose to the position of senior buyer in 1999. Defendant paid male senior buyers more than it paid charging party, and its claim that wages were based on seniority and performance did not explain the wage differential. Under the 2-year consent decree resolving this case, defendant will pay charging party \$95,000 in monetary relief and will raise her annual salary to \$71,088. The decree enjoins defendant from discriminating against any employee or applicant because of sex in violation of Title VII or the EPA, and from retaliation.