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Sunoco Agrees to Resolve Pay Equity Issues for Women Executives With \$250,000 Settlement, Reports U.S. Department of Labor

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Major petroleum refiner Sunoco, Inc. today agreed to pay 15 women executives at its Philadelphia headquarters \$250,000 in back wages and salary adjustments. The agreement with the U.S. Labor Department's Office of Federal Contract Compliance Programs resolves pay discrepancies between the women and men who do similar work.

"It's absolutely imperative that women are paid as much as men with similar responsibilities," Secretary of Labor Alexis M. Herman said. "Companies may not realize they have a pattern of pay discrimination and we urge them to audit their own records to be certain all of their employees are paid fairly."

The settlement follows a regularly scheduled compliance review that began in August 1997 at Sunoco headquarters, where 958 people work. The women work in a variety of positions, including financial analysis, sales coordination, accounting and procurement. The 15 women will receive a total of \$204,698 in back pay and interest. In addition to the back wages, 14 of the women will receive \$45,000 in salary adjustments. One of the women has resigned.

Sunoco employs approximately 11,000 and operates five domestic refineries. There are 3,500 Sunoco outlets in 17 states from Maine to Virginia and west to Indiana. Sunoco supplies the federal government with petroleum products and as a federal contractor is prohibited from employment discrimination. The contract compliance office is responsible for enforcing affirmative action requirements of all companies doing business with the federal government.

As part of the agreement, Sunoco will develop a standardized policy for setting beginning salaries and will train its managers to use the policy consistently. It will also require second-level reviews of initial salary decisions to ensure they are fair and equitable.

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