

# News Release



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## **Georgia-Pacific Consumer Operations facility in Louisiana agrees to pay 399 minority employees \$749,000 for hiring discrimination**

**ZACHARY, La.** — The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) today announced that Georgia-Pacific Consumer Operations LLC, Port Hudson Facility in Zachary, La., has settled the department's allegations that the company engaged in hiring discrimination based on race over a two-year period against 399 black applicants for the position of utility worker.

"The Labor Department is committed to ensuring that all Americans who seek employment with federal contractors and subcontractors are hired, promoted and compensated fairly, without respect to their race, gender, ethnicity, disability, religion or veteran status," said OFCCP Deputy Assistant Secretary Charles E. James Sr. "This settlement of \$749,076 on behalf of 399 black applicants should put all federal contractors on notice that the Labor Department is serious about eliminating systemic discrimination."

OFCCP investigators found the company administered pre-employment tests as part of the selection process for utility worker positions that adversely impacted black applicants.

"Contractors who utilize any testing procedure in their employment selection process, including written and skill tests, must ensure that a test is valid for the particular job if it disproportionately screens out applicants from a protected group," said Fred Azúa Jr., director for the OFCCP's Southwest and Rocky Mountain Region. Georgia Pacific no longer uses the tests.

Under the terms of the conciliation agreement, Georgia-Pacific will pay 399 black applicants \$749,076 in back pay and interest, immediately correct any discriminatory practice, hire 24 utility workers from the class members who were discriminated against, and undertake extensive self-monitoring measurements for two years to ensure that all hiring practices fully comply with the law.

Georgia-Pacific, a provider of tissue products for resale to the Defense Commissary Agency, was cooperative during the review and subsequent conciliation.

OFCCP, an agency of the U.S. Department of Labor's Employment Standards Administration, enforces Executive Order 11246 and other laws that prohibit employment discrimination by federal contractors. The agency monitors federal contractors to ensure that they provide equal employment opportunities without regard to race, gender, color, religion, national origin, disability or veteran status.

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