

News Release



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U.S. Labor Department, La-Z-Boy West of Redlands, Calif., reach agreement on hiring women *Agency review determined women hired less often*

SAN FRANCISCO – The U.S. Department of Labor and La-Z-Boy West of Redlands, Calif., have agreed to settle findings of gender discrimination in hiring for positions classified as blue collar sector following a review by the department’s Office of Federal Contract Compliance Programs (OFCCP).

OFCCP investigators found that the furniture manufacturer’s selection process disproportionately rejected women for positions as craft workers, operatives (semi-skilled workers), laborers and service workers. Under the terms of the agreement, La-Z-Boy will pay up to 171 women who applied for positions in 2005 and 2006 an equal share of \$83,251 in back pay. In addition, the company will make 15 job offers as openings occur in the affected positions to rejected female applicants who are eligible for and still interested in employment. Each of the former applicants identified will be notified of her eligibility to receive a share of the back wages and be provided a new application for a position.

“This settlement of more than \$83,000 for 171 women demonstrates the Labor Department’s determination to prevent workplace discrimination by federal contractors,” said William D. Smitherman, director of OFCCP’s Pacific Regional Office. “With La-Z-Boy West’s cooperation during the review, we were able to achieve a common goal of compliance.”

La-Z-Boy also failed to collect and maintain accurate personnel and employment records for all applicants and hires in the blue collar sector.

The company has agreed to undertake extensive self-monitoring measures to ensure that all future hiring practices fully comply with the law and immediately correct any discriminatory practices. In addition, La-Z-Boy will ensure compliance with recordkeeping requirements.

La-Z-Boy contracts with the federal government to supply furniture to military exchanges.

OFCCP, an agency of the 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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