



News Release

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Contact: Brad Mitchell or Scott Allen
Phone: 312-353-6976

TNT Crust Green Bay and U.S. Labor Department agree to remedies to correct national origin discrimination

GREEN BAY, Wis. – The U.S. Department of Labor announced that TNT Crust Green Bay, a subsidiary of Tyson Foods, has agreed to provide \$188,000 in back pay and interest, and already hired 18 Hispanic job applicants for entry-level laborer positions with the company, to resolve findings by an administrative law judge in Pittsburgh, Pa., that TNT discriminated against Hispanic job applicants.

“The decision on liability in this case provides excellent guidance for employers seeking to comply with their equal employment opportunity obligations,” said Sandra Scott Zeigler, regional director for the Midwest for the department’s Office of Federal Contract Compliance Programs (OFCCP). “This ruling should put all federal contractors on notice that the Labor Department is serious about eliminating systemic discrimination. We strongly encourage other employers to take proactive steps to come into compliance with the law to prevent workplace discrimination.”

The consent decree signed by the Labor Department and TNT resolves the remedy phase of the case, which remained after the findings on liability issued by an administrative law judge in September 2007. That decision upheld a determination by OFCCP that during the period from July through December 2001, TNT had in place selection and hiring policies that discriminated against Hispanic applicants. Specifically, OFCCP found that TNT offered a Spanish language application form to Hispanic applicants but did not hire any of the people who filled it out. The company also instituted a “basic English skills” requirement that was applied only to Hispanic applicants and used as a pretext for not hiring them.

OFCCP discovered the discriminatory practice during a review of company records to determine compliance with equal employment opportunity (EEO) obligations. OFCCP, the federal agency responsible for enforcement of EEO law among federal contractors, discovered that TNT also failed to keep records required under federal law.

OFCCP, an agency of the Labor Department’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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