C O M M O N W E A L T H O F P E N N S Y L V A N I A

PENNSYLVANIA HUMAN RELATIONS COMMISSION

GOVERNOR'S OFFICE

Sharon P. Woolfork, Complainant	:	Docket No. E-9102
vs.	:	
Pennsylvania Social Services Union, Respondent	:	

CONCILIATION AGREEMENT

WHEREAS, on the 24th day of June, 1975, a formal Complaint was filed before the Pennsylvania Human Relations Commission (hereinafter called the "Commission") against: Pennsylvania Social Services Union, 2903-A North Seventh Street, Harrisburg, Pennsylvania

(hereinafter called the "Respondent" whether singular or collective) by: Sharon P. Woolfork, 128 North Summit Street, Harrisburg, Pennsylvania, 17103

(hereinafter called the "Complainant" whether singular or collective) alleging that the Respondent had violated Section(s) 5(a) of the Act of October 27, 1955, P.L. 744, more commonly known as the Pennsylvania Human Relations Act, Tit. 43, Pa. Stat. Ann. §§ 951 et seq, as amended (hereinafter called the "Act"), in that the Respondent committed or caused to be committed the acts or actions more specifically referred to as contained in Exhibit "A" which is attached hereto and incorporated herein as an integral part of this Agreement.

WHEREAS, the Commission and the Respondent, to avoid litigation, but without admission by the Respondent of any actions violative of the Act do hereby waive a public hearing under Section 9 of the Act and the Regulations promulgated by the Commission, and do hereby consent to the entry of this Conciliation Agreement as a Consent Order and Decree of the Commission. This Consent Order and Decree shall have the full force of a Commission Order and Decree following a Public Hearing by the Commission and shall be enforceable as such under Section 10 of the Act. The waiver of said Public Hearing is made knowingly, understandingly and voluntarily with an unqualified intent to be legally bound hereby.

NOW, THEREFORE, the Respondent and the Commission do hereby agree to be legally bound as follows:

1. The foregoing preambles shall be included herein as fully set forth.

2. The Respondent admits the jurisdiction of the Commission in this matter and hereby waives all objections thereto.

3. All exhibits annexed hereto are to be incorporated into this Agreement as an integral part thereof.

4. The term "Respondent" as used in this Conciliation Agreement shall include the Respondent, its successors and assigns, agents, servants and employees, either and/or jointly and severally.

5. The execution and implementation of this Agreement shall in no manner or form constitute any waiver of powers and duties conferred upon the Commission, nor shall this Agreement be deemed as a declaration of policy or precedent by the Commission. This Agreement shall in no manner or form affect the intake, processing, adjudication and disposition of future complaints involving the Respondent, except that the Respondent may in the course of any proceedings refer to the same and to its performance thereunder to the extent relevant to such proceedings.

6. The Respondent shall fully comply with all of the provisions of the Act and the Regulations promulgated by the Commission and shall follow the terms of adjustment set forth in Exhibit "B."

7. It is expressly understood by the Respondent that any violation or infraction of the terms and conditions set forth herein by the Respondent, shall constitute a violation of an Order of the Commission pursuant to Section 11 of the Act.

8. The status of the relationship between the Complainant and the Respondent shall be subject to and defined by Exhibit "C" if attached hereto, and which in such event, is incorporated as an integral part of this Agreement.

9. If any portion of this Agreement, or the application thereof, to any person or circumstance, should for any reason be adjudged invalid, such judgment shall not affect, impair or invalidate the remaining portion of said Agreement.

10. The Commission and the Respondent enter into this Agreement with the intent to be legally bound hereby. This Agreement shall not become final and binding upon all parties until approved by the Commission and a Final Order is thereupon issued; and thereafter shall be binding upon and inure to the benefit of the parties hereto, their and each of their respective heirs, legal representatives, successors and assigns.

In Witness Whereof, the Respondent, being duly authorized so to do, has executed the foregoing on the 15 day of MARCH, 19 76.

Edward R. Parrall
~~President~~ Executive Director

ATTEST:

Nancy Luylar
Secretary

Homer C. Floyd, Executive Director
Pennsylvania Human Relations Commission

Approved and ratified at a meeting of the Pennsylvania Human Relations Commission on the 22nd day of August, 19 76.

Joseph X. Yaffe, Chairperson
Pennsylvania Human Relations Commission

ATTEST:

Elizabeth M. Scott, Secretary
Pennsylvania Human Relations Commission

COMMONWEALTH OF PENNSYLVANIA

PENNSYLVANIA HUMAN RELATIONS COMMISSION

GOVERNOR'S OFFICE

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	:	
	:	
vs.	:	
	:	
	:	
Pennsylvania Social Services Union, Respondent	:	

COMPLAINANT'S ALLEGATIONS

The Complainant alleges that beginning on and/or occurring on and/or beginning prior and continuing on or about to wit April 11, 1975, the Respondent discriminated against the Complainant because of her race, black, by abolishing her position of receptionist-secretary. The Complainant further alleges that:

(1) She was granted a one year leave of absence starting August 23, 1974.

(2) She was told by her supervisor, Valerie Trout, that the position of receptionist-secretary would be kept open for her.

(3) In December 1974 she advised Ms. Trout that she was returning from her leave and would be back to work before Christmas 1974.

(4) She was told that her position would be discussed at the Statewide Executive Board January meeting and by the Personnel Practice Committee. Nothing positive came out of these meetings.

(5) In February or March 1975, Ms. Trout told the Complainant that her position of receptionist-secretary was abolished by the board.

(6) The above position was abolished after the Complainant had returned from her leave of absence.

(7) She was working "on call" never knowing when she would be working since December 1974.

(8) She was denied her full time position when the Respondent abolished it and refused to give her another full time position.

COMMONWEALTH OF PENNSYLVANIA

PENNSYLVANIA HUMAN RELATIONS COMMISSION

GOVERNOR'S OFFICE

Sharon P. Woolfork, Complainant	:	Docket No. E-9102
	:	
	:	
vs.	:	
	:	
Pennsylvania Social Services Union,	:	
Respondent	:	

TERMS OF ADJUSTMENT

The Respondent and the Complainant herein hereby agree to the following Terms of Adjustment:

(1) The Respondent, having already offered the Complainant a clerical position in their Allegheny County Office, and the Complainant having already refused, shall give primary consideration to the Complainant for the first clerical position that opens in the Respondent's Harrisburg Office.

(2) The Respondent shall notify the Complainant and the Commission within seven (7) days after such opening occurs.

(3) The Respondent shall be deemed as having fulfilled these Terms of Adjustment, if the Complainant refuses an offer of employment in a clerical position at the Respondent's Harrisburg Office.

EXHIBIT "B"

C O M M O N W E A L T H O F P E N N S Y L V A N I A

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CERTIFICATE OF SATISFACTORY ADJUSTMENT

I, Sharon P. Woolfork, Complainant, in the above-docketed case, do hereby certify that my Complaint has been adjusted to my satisfaction and I hereby request the Pennsylvania Human Relations Commission to close the above-docketed case.

Sharon P. Brown a/k/a
Complainant Sharon P. Woolfork

Date: February 6, 1976

C O M M O N W E A L T H O F P E N N S Y L V A N I A

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FINAL ORDER AND DECREE

AND NOW, this 22nd day of August, 1976, upon consideration of the Conciliation Agreement submitted in the above captioned case it is hereby ORDERED AND DECREED that said Conciliation Agreement be entered into the official record of the Pennsylvania Human Relations Commission as a Final Order, to be given the same force and effect as if entered after a Public Hearing.

BY

JOSEPH X. YAFFE, CHAIRPERSON
PENNSYLVANIA HUMAN RELATIONS COMMISSION

ATTEST

ELIZABETH M. SCOTT, SECRETARY
PENNSYLVANIA HUMAN RELATIONS COMMISSION