

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

Willie L. Caine :
Complainant : Docket No. E-5466
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Posey Iron Works, Inc.
Respondent

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed by Willie L. Caine (hereinafter referred to as the Complainant), 540 South East Avenue, Lancaster, Pennsylvania against Posey Iron Works, Inc., (hereinafter referred to as the Respondent), 560 South Prince Street, Lancaster, Pennsylvania, alleging that the Respondent is in violation of Section 5(a) of the Pennsylvania Human Relations Act, Act of October 27, 1955, P.L. 744, as amended; and,

WHEREAS, Posey Iron Work's position is that it is not guilty of a violation of Section 5(a) and has presented the Commission with much evidence that its decision not to demote Willie L. Caine was based on operational and other management decisions. However, for the purpose of avoiding further litigation, the Commission and the Respondent enter into this Agreement without duress and without any admission by the Respondent of any violation of the provisions of the Pennsylvania Human Relations Act, and with the intent to be legally bound thereby; and,

WHEREAS, for the purpose of avoiding further litigation before the Pennsylvania Human Relations Commission, the Respondent does hereby agree to waive its right to a public hearing under Section 9 of the Pennsylvania Human Relations Act and agrees to the entry of the following Consent Order and Decree which shall have the full force and effect of an Order of the Pennsylvania Human Relations Commission issued after full public hearing.

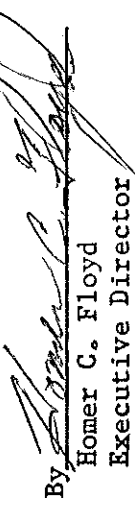
NOW WHEREFORE, the 23rd day of February, 1973 the Respondent and the Complainant stipulate and agree as follows:

1. The Respondent Posey Iron Works, Inc. and all agents, servants and employees of said company shall fully abide by and comply with

all sections of the Pennsylvania Human Relations Act.

2. The Complainant Willie L. Caine is to receive Union Melt Operator - Second Class job classification with the understanding that he will be treated no differently than any other employee under the terms of the collective bargaining agreement.
3. That you post all of your places of business with the employment provisions poster as prescribed by the Pennsylvania Human Relations Act.
4. A statement of Posey Iron Works non-discriminatory policy is to be received by the Commission.
5. Complainant hereby waives, releases, and covenants not to sue the undersigned Respondent with respect to any matters which were alleged as charges filed with the Pennsylvania Human Relations Commission or the United States Equal Employment Opportunity Commission, subject to the performance by the Respondent of the promises and representations contained herein.

PENNSYLVANIA HUMAN RELATIONS
COMMISSION

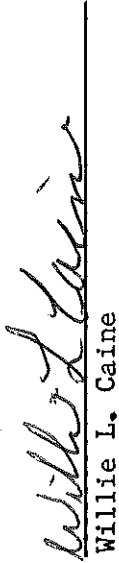
By: 
Homer C. Floyd
Executive Director

Date: April 30, 1973

Ratified by the Pennsylvania
Human Relations Commission:

By: 
R. A. [redacted]
Vice Chairman

COMPLAINANT


Willie L. Caine

Date: ~~APRIL 27~~
1973

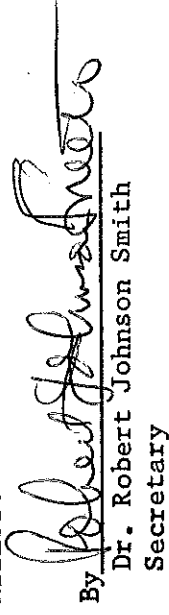
RESPONDENT

Posey Iron Works, Inc.

By: 
Walter W. Posey

Date: APRIL 25, 1973

ATTEST:

By: 
Dr. Robert Johnson Smith
Secretary