

A  
COMMONWEALTH OF PENNSYLVANIA

GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

WILLIAM HOWARD  
Complainant

vs

DOCKET NO. E-4046

STEEL  
INGALLS/OF PENNSYLVANIA, INC., formerly  
INGALLS IRON WORKS COMPANY  
Respondent

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed by William Howard,  
249 Allegheny Avenue, Verona, Pennsylvania 15147, against  
Steel  
Ingalls/of Pennsylvania, Inc., formerly Ingalls Iron Works Company  
(hereinafter referred to as the Respondent), Seldon and Ridge Avenues,  
Verona, Pennsylvania 15147, 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, 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; and

WHEREAS, 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, the investigation of this matter as it relates to William Howard as an individual, it is agreed that there were insufficient facts to credit his individual allegation.

NOW, THEREFORE, this 8th day of June 1973, the Respondent and the Pennsylvania Human Relations Commission agree as follows:

- I. The Respondent will amend its employment application forms to eliminate the following illegal inquiries:
  - A. "Military or naval service, if any."  
All inquiries regarding military or naval service must specify U.S. or United States military or naval service.
  - B. "Have you ever been arrested?"  
Respondent may legally inquire as to an applicant's conviction record.
- II. Within thirty (30) days of the signing of this Agreement the Respondent will forward a copy of the amended application form to the Pennsylvania Human Relations Commission.
- III. Within ninety (90) days of the signing of this Agreement and quarterly thereafter for a period of two years, the Respondent will forward to the Pennsylvania Human Relations Commission a report of all disciplinary action against its employes with identification of each employe by name, race, job title, and the number and types of violations involved.
- IV. As job openings occur, in order to eliminate the continuing disparate effect of "word-of-mouth" recruiting by a predominantly white work force, the Respondent will contact the following organizations to enable the Respondent to expeditiously recruit qualified minority personnel:

Community Action Pittsburgh, Inc. (CAP)  
Fulton Building  
Pittsburgh, Pa. (355-6300)

NAACP, Labor and Industry Committee  
2201 Wylie Avenue  
Pittsburgh, Pa. 15219 (471-1024)

Office of Economic Opportunity (OEO)  
429 Forbes Avenue  
Pittsburgh, Pa. 15219 (355-4260)

Bidwell Cultural & Training Center  
1409 Sedgwick Ave.  
Pittsburgh, Pa. (323-0800)

Urban League of Pittsburgh  
200 Ross Street  
Pittsburgh, Pa. 15219 (261-6010)

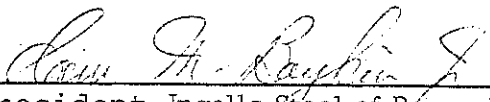
Opportunities Industrialization Center, Inc. (OIC)  
1901 Fifth Avenue  
Pittsburgh, Pa. 15219 (391-9630)

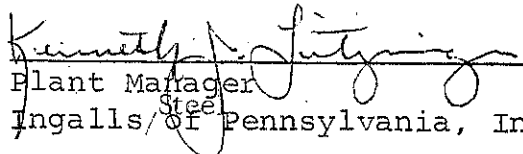
Within thirty (30) days of the signing of this Agreement the Respondent will notify these agencies in writing of its intent to use the agencies' services for recruitment of minority personnel at such time the present moratorium on hiring is lifted. A copy of each notice should be sent to the Pittsburgh Office of Pennsylvania Human Relations Commission.

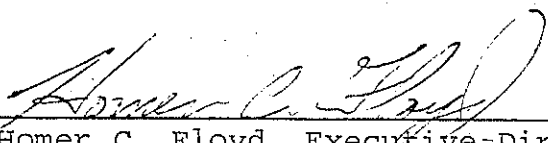
V. Within ninety (90) days of the signing of this Agreement and quarterly thereafter for a period of two years, the Respondent will submit a report to the Pennsylvania Human Relations Commission of all new employes hired during the quarterly periods with identification by name, race, job title, starting rate of pay and recruitment source.

VI. Respondent and the Pennsylvania Human Relations Commission enter into this Agreement with the intent to be legally

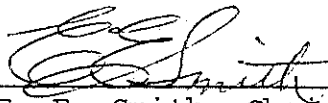
bound thereby. Respondent and the Commission acknowledge that this Agreement shall not be final and binding upon it until approved by the Commission and executed by the Chairman of the Commission.

  
\_\_\_\_\_  
President, Ingalls Steel of Pennsylvania, Inc.  
Ingalls/Steel of Pennsylvania, Inc.

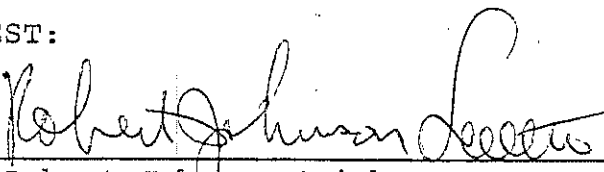
  
\_\_\_\_\_  
Plant Manager  
Ingalls/Steel of Pennsylvania, Inc.

  
\_\_\_\_\_  
Homer C. Floyd, Executive-Director  
Pennsylvania Human Relations Commission

Approved at a meeting of the Pennsylvania Human Relations Commission held this 8th day of June , 1973.

  
\_\_\_\_\_  
E. E. Smith, Chairman

ATTEST:

  
\_\_\_\_\_  
Dr. Robert Johnson Smith, Secretary