



Issue Date: 17 June 2016

Case Number: 2016-OFC-00007

In the Matter of:

**OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS,
UNITED STATES DEPARTMENT OF LABOR**

Plaintiff

v.

JENNIE-O TURKEY STORE, INC.,

Defendant.

**NOTICE OF DOCKETING AND
DECISION AND ORDER APPROVING CONSENT DECREE**

This case arises under Executive Order 11246 (30 Fed. Reg. 12319), as amended, and regulations pursuant to 41 C.F.R. Chapter 60. Jurisdiction over this action exists under Sections 208 and 209 of Executive Order 11246, 41 C.F.R. § 60, and 41 C.F.R. Part 60-30. This matter was docketed in the Office of Administrative Law Judges (“Office” or “OALJ”) on June 16, 2016, when the Regional Solicitor, Chicago Office, U.S. Department of Labor, on behalf of the Office of Federal Contract Compliance Programs, (“Plaintiff”) simultaneously filed an Administrative Complaint¹ and a Consent Decree and Order.

The parties agree that the Consent Decree “constitutes a full and final settlement and resolution of all issues, actions, causes of action and claims arising, or that could have arisen, out of the Administrative Complaint.” Without admitting that its employment practices were discriminatory, Defendant agrees to provide relief to affected class members with compensation from a settlement fund and the extension of job offers to some members of the class. Defendant further “agrees to review its selection procedures and to provide training to all personnel involved in selection decisions.”

¹ Plaintiff found that Defendant “utilized a hiring process and selection procedures which discriminated against female applicants for entry-level Job Group 8 Laborer positions on the basis of their gender” from “at least February 10, 2009 through February 8, 2010.” Plaintiff’s Administrative Complaint sought an order (i) enjoining Defendant from violating the above Executive Order; (ii) canceling Defendant’s existing government contracts; (iii) debarring Defendant until Plaintiff is satisfied that Defendant is in compliance; and (iv) requiring Defendant to provide relief to the affected class, including hiring employees from the list of affected women.

After reviewing the terms of the agreement, I am satisfied that they conform to the requirements set forth in 41 C.F.R. § 60-30.13 and are a satisfactory resolution of the issues. Accordingly, the Consent Decree is adopted and incorporated in full into this order. The parties are ordered to comply with its terms. As the parties requested, this Office will retain jurisdiction for a period of two years from the date of this order to consider any disputes concerning compliance with the Consent Decree and to issue additional orders as required in furtherance of this order.

SO ORDERED:

STEPHEN R. HENLEY
Chief Administrative Law Judge