

February 15, 2024 - HRAGC Legislative Update

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	to perform essential functions of their jobs.
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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)



US DEPARTMENT OF LABOR (USDOL)



EEOC Lawsuits: [Link to EEOC Newsroom](#)

Defendant	Claims and/or Settlement
T.C. Wheelers, Inc. Tonawanda, NY	\$25,000 Sexual Harassment of transgender man
Medsurant Holdings, LLC Pennsylvania	\$80,000 Sex Discrimination – Equal Pay
Blackwell Security Services	\$70,000 Religious Discrimination – Muslim employee told to shave his beard or be fired.
McLane Northeast Syracuse, NY	\$1.675 million jury award to Deaf qualified applicant for employment.
Affordable Home Furnishings Baton Rouge, Louisiana	\$105,000 Race Discrimination – supervisor used N word.
Hospital Housekeeping Fort Smith, Ark	\$520,000 disability discrimination – required employees to take EFT despite employees being able

USDOL Fines: [Link to USDOL Newsroom](#)

Defendant	Claims and/or Settlement
Atlanta United Interiors	\$87,000 for 32 employees denied overtime, misclassified as independent contractors
Rollup Shutters & Awnings, Inc.	\$252,000 in back wages and damages for unpaid overtime over three-year period
Good Cash LLC	\$1 million and back wages and damages for 165 garment workers for unpaid overtime
My Cielo Taqueria in Epping and Rochester NH	\$184,008 in tips, back wages and liquidated damages for 56 employees
Community Health Center of Richmond, Inc.	\$195,000 OSHA retaliation to former employee who reported concerns of risk on in person staff meetings as pandemic grew