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Room 234-B

Bridgeport, Ct. 06604
tel 366 7851 x4202

June 2, 1976

Mr. Joseph Sworin
Assistant Superintendent
Board of Education
City of Stratford
1000 Broadway
Stratford, Ct. 06497

Dear Mr. Sworin:

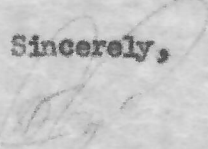
This is to confirm our telephone conversation today. As we discussed, this office has been conducting an investigation of the school system under the Fair Labor Standards Act. There appears to be a violation of the equal pay provisions of that Act, in that female teachers are performing work substantially the same as male teachers in extra-curricular sports activities, for lower rates of pay.

This finding may be verified by further interviews of coaches and examination of records or, preferably, by your agreement that there is equality of effort, responsibility, hours, etc..

I am enclosing a copy of the Act and Interpretative Bulletin 800 which explains the equal pay provisions in detail. Please note that Sec. 6(d) of the Act prohibits compliance by lowering the rate of pay of the male standard. Compliance may be achieved by raising the rates of the female coaches to that of the males.

Please notify me as soon as possible of your decision as to future compliance with the Act. There is a 2-year statute of limitations on back wages due to any employee covered by the Act. I would be happy to meet with you and anyone else to discuss this matter further if you wish. I hope to hear from you before June 25, 1976.

Sincerely,


P. T. Reynolds
Compliance Officer

encl.: FISA
I.B. 800