

U.S. DEPARTMENT OF LABOR
WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS

135 High Street

Hartford, Connecticut

06101

DATE: November 10, 1975
REPLY TO
ATTN OF: HI:JJR:as
SUBJECT: Board of Education-City of Stratford



TO: Ms. Lea E. Dickson
34 Henry Ave.
Stratford, Conn. 06497

This acknowledges receipt of the information you furnished us about the firm named above. You may be assured that any information furnished the Divisions will be kept confidential.

The conditions you describe will be looked into as soon as possible and we will be in touch with you again. The enclosed informational material will explain the Act or Acts which may be applicable in your situation.

Meanwhile, if you care to submit additional information (such as a change in your address or directions on how to reach your home if you furnished us a post office box as an address or if you live in a rural area), please contact our Area Office listed above. In writing, please refer to this firm by the name shown in the above Subject.


John J. Beardon
Area Director

Enclosure:
WH-1320

Supplementary Sheet - Form WH-3

The Privacy Act of 1974 requires that the Department of Labor provide the following statements to each individual from whom it requests information.

1. The authority which authorizes the solicitation of this information is found in Section 11(a) of the Fair Labor Standards Act of 1938, as amended, and/or (where applicable) Sec 7 of the Farm Labor Contractor Registration Act, Sec 4 of the Public Contracts Act, Sec 3(b) of the Service Contract Act, Sec 7(a) of the Age Discrimination in Employment Act, Sec 306 of the Consumer Credit Protection Act and under the Reorganization Plan Number 14 of 1950 (15 F.R. 3175; 64 Stat 1267) with regard to Davis-Bacon and Related Acts and the Contract Work Hours and Safety Standards Act. The completion of this form is entirely voluntary on your part.
2. The purpose of this form is to obtain information necessary to make a determination of compliance or noncompliance under the applicable Act(s).
3. Information furnished is confidential and will be used by the Department of Labor only, except for that information which may be used in the course of presenting evidence to a court or administrative tribunal or in the course of settlement negotiations.
4. Failure to provide this information may restrict the action the Wage-Hour Division may take on your behalf where you are the only source of information on the existence of or extent of any violations regarding your employment.

915 Lafayette Blvd.
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

**U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION**

Room 234B
915 Lafayette Blvd.
Bridgeport, Connecticut 06604

7/26/76

Firm:

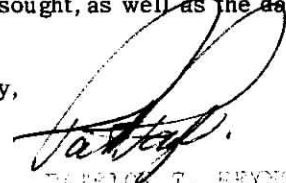
Stratford Bd. of Ed.

Lea E. Dickson
34 Henry Ave.
Stratford, Ct. 06497

We are making an investigation of this firm to determine if it is complying with the provisions of the Fair Labor Standards Act or, where applicable, the Walsh-Healey Public Contracts Act, the Service Contract Act, the Age Discrimination in Employment Act, Title III of the Consumer Credit Protection Act, the Contract Work Hours and Safety Standards Act, or the Davis-Bacon and Related Acts. The fact that such an investigation is being made does not mean that the firm has violated any law.

In connection with this investigation, I would like to discuss with you certain aspects of your employment by this firm such as the hours you worked and the wages you were paid. The interview will be held strictly confidential. The type of appointment sought, as well as the date, time, and other conditions are shown below.

Sincerely,



PATRICK T. REYNOLDS

Compliance Officer

<input type="checkbox"/> PLEASE MEET ME FOR A PERSONAL INTERVIEW		
Address		
Date	Time	
If you have any records of the hours you worked or the wages you were paid by this firm, please bring them with you. <u>It is important that you</u> me if you will be unable to keep this appointment. I can be reached (or a message can be left for me) on		
_____ (date)	_____ (time)	at _____ (telephone no.)

<input checked="" type="checkbox"/> PLEASE CONTACT ME BY TELEPHONE		
Date	Time	Telephone No.
Monday - Aug. 2, 1976	from 9am to 4pm	366-7851 ext. 4202

U.S. DEPARTMENT OF LABOR
WORKPLACE STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION

EMPLOYMENT INFORMATION FORM

Information furnished is confidential and will be used
by the Department of Labor only

1. PERSON SUBMITTING INFORMATION

A. Name (Print first name, middle initial, and last name)

Mr.
Miss LEA E. DICKSON
Mrs.

B. Date 11/7/75

C. Telephone number: 203-
(Or No. where you
can be reached) 375-8407

D. Address: (Number, Street, Apt. No.)

34 HENRY AVE.
(City, County, State, ZIP Code)

STRATFORD, CT 06497

E. Check one of these boxes

Present employee of establishment Former employee of establishment Job Applicant Other _____
(Specify: relative, union, etc)

2. ESTABLISHMENT INFORMATION

A. Name of establishment

STRATFORD BOARD OF EDUCATION

B. Telephone Number 203

375-5621

C. Address of establishment: (Number, Street)

1000 BROADWAY
(City, County, State, ZIP Code)

STRATFORD, CT 06497

D. Estimate number of employees

500 T

E. Does the firm have branches? Yes No Don't know

If "Yes", name one or two locations: _____

F. Nature of establishment's business: (For example; school, farm, hospital, hotel, restaurant, shoe store, wholesale drugs, manufactures stoves, coal mine, construction, trucking, etc.)

STRATFORD SCHOOL SYSTEM

G. If the establishment has a Federal Government or federally assisted contract, check the appropriate box(es).

Furnishes goods Furnishes services Performs construction

H. Does establishment ship goods to or receive goods from other States?

Yes No Don't know

3. EMPLOYMENT INFORMATION

(Complete A, B, C, D, E, & F if present or former employee of establishment; otherwise complete F only)

A. Period employed (month, year)

From: SEPTEMBER 1972

To: PRESENT
(if still there, state present)

B. Date of birth if under 19

Month _____ Day _____ Year _____

C. Give your job title and describe briefly the kind of work you do

VARSITY BASKETBALL COACH - (SEPARATE
CONTRACT FROM TEACHING)

(Continue on other side)

Form WH-3 (Rev. 10-70)

4. Other payments

CONTRACT

\$ _____ per _____
Rate (Hour, week, month, etc.)

D. Enter in the boxes below the hours you usually work each day and each week (less time off for meals)

M	T	W	T	F	S	S	TOTAL

F. CHECK THE APPROPRIATE BOX(ES) AND EXPLAIN BRIEFLY IN THE SPACE BELOW the employment practices which you believe violate the Wage and Hour laws. (If you need more space use an additional sheet of paper and attach it to this form.)

- Does not pay the minimum wage
- Does not pay prevailing wage determination for Federal Government or federally assisted contract
- Does not pay proper overtime
- Discharged employee because of wage garnishment (explain below)
- Men and women perform equal work but do not get equal pay
- Excessive deduction from wages because of wage garnishment (explain below)
- Discrimination against employee or applicant (40-65 years of age) because of age
- Other (explain below)
- Employs minors under minimum age for job

UNEQUAL PAY FOR SAME WORK (BASKETBALL COACH)
 AS MEN AS A RESULT OF NEGOTIATIONS WITH
 BOARD OF EDUCATION, SALARIES FOR 1974-75 WERE ADJUSTED
 TO BE NEARLY EQUAL. HOWEVER, THE 1975-76 MEN'S
 COACHING SALARIES EXCEED THOSE FOR WOMEN AGAIN, BY
 A SUBSTANTIAL DIFFERENCE (\$209.00) THIS DIFFERENCE
 IS NOT JUSTIFIED BY EFFORT, SKILL, RESPONSIBILITY
 AND LOCATION OF WORK.

NOTE: If you think it would be difficult for us to locate the establishment or where you live, give directions or attach map.)

FOR OFFICIAL USE ONLY

