



## WALGREEN SETTLES SUIT FOR \$20M

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In the past several years we have seen an increase in large settlements to plaintiffs alleging employment discrimination. These settlements have hit the pockets of very prominent US companies such as Wal-Mart and Texaco. Most recently Walgreen Co. based in Deerfield, Illinois settled a racial bias suit for \$20 million dollars. The EEOC filed the class-action suit against Walgreen Co. in March 2007 alleging that Walgreen, the nation's largest drugstore chain, discriminated against thousands of black workers in hiring and assignment decisions.

The lawsuit stemmed from complaints that originated in St. Louis, Kansas City, Detroit and Tampa, but EEOC officials stated that they found evidence of the same discrimination trend throughout the country. The suit alleges that Walgreen assigns black managers, management trainees and pharmacists to low-performing stores and to stores in black communities and denies them promotions based on race. The suit followed an investigation into complaints filed by two dozen current and former employees throughout the country.

The EEOC commended Walgreen's for working cooperatively to reach an amicable settlement of the case without protracted litigation. The settlement will be split among lawyers who handled the case and between 7,500 and 8,000 Walgreen's employees who were affected by the company's discriminatory employment practices.

Don't let a situation like this happen to your company. Have in place and enforce strict employment policies, including an Equal Employment Opportunity Policy and ensure that all employees are treated fairly and afforded the same opportunities. If your company is subject to a charge of employment discrimination, take immediate action and employ the expertise of an EEO professional to guide you through the charge process and alleviate the burden of what can often be a tenuous ordeal. Let ***GHG Associates*** handle all your EEO charge needs in a professional, personal manner.

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