

Conciliation Agreement as a Consent Order and Decree of the Commission, which shall have the same force and effect as a Commission Order and Decree following a Public Hearing by the Commission and shall be enforceable as such under Section 10 of the Act:

NOW, THEREFORE, Respondent(s) and Commission hereby agree to be legally bound as follows:

1. The foregoing preambles shall be included herein as if fully set forth.

2. The Respondent(s) admit(s) the jurisdiction of the Commission in this matter and hereby waive(s) all objections thereto.

3. All appendices annexed hereto are incorporated into this Agreement as integral parts hereof, as if fully set forth.

4. The term "Respondent(s)" as used herein shall include all agents, servants and employees of the Respondent(s) named above, in addition to the principal(s).

5. The execution and implementation of this Agreement shall not constitute any waiver of powers and duties conferred upon the Commission, nor shall this Agreement be deemed a declaration of policy or precedent by the Commission. This Agreement shall in no way affect the intake, processing, adjudication or disposition of future Complaints involving the Respondent(s), except that the Respondent(s) may in the course of any proceedings refer to this Agreement and to its(their) performance thereunder to the extent relevant to such proceedings.

6. Respondent(s) shall hereafter fully comply with all of the provisions of the Act and the Regulations promulgated by the Commission and shall fully comply with each of the terms of settlement set forth in Appendix "B" hereof.

7. It is expressly understood by the Respondent(s) that any violation of infraction of the terms and conditions set forth herein by Respondent(s) shall constitute a violation of an Order of the Commission pursuant to Section 11 of the Act.

8. The relationship between Complainant(s) and Respondent(s) shall be subject to and defined by Appendix "C" if attached hereto.

9. If any portion of this Agreement, or the application thereof to any person or circumstance, should for any reason be adjudged by any court of competent jurisdiction to be invalid or unenforceable, in whole or in part, such judgment shall not affect, impair or invalidate any other portion of this Agreement.

10. Commission and Respondent(s) enter into this Agreement with the intent to be legally bound hereby. This Agreement shall become final when approved and ratified by the

C O M M O N W E A L T H O F P E N N S Y L V A N I A

GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

Linda T. Donnelly,
Complainant

vs.

Docket No. E-8785

Cloth
Keystone Seneca Wire Company,
Respondent

COMPLAINANT(S) ALLEGATIONS

The Complainant alleges that the respondent indefinitely suspended her from the position as a weaver on March 7, 1975, for failure to follow instructions after prior warnings. Complainant alleges that this action was taken against her because of her handicap or disability, that of a recovering alcoholic.

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Respondent

TERMS OF SETTLEMENT

Within ten (10) days after approval of this order and receipt by respondent, respondent shall send a check for five hundred dollars (\$500) as a lump cash settlement made payable to the Complainant. Said check shall be sent to the care of the Pennsylvania Human Relations Commission, 301 Muench Street, Harrisburg, Pennsylvania, 17102.

Complainant agrees that she will not be reinstated with respondent.

