

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

SONJIA STEINER-WESTFALL,	:	
Complainant	:	
	:	
v,	:	PHRC CASE NO. 200505227
	:	EEOC Charge No. 17FA661438
DANVIC MANAGEMENT, INC., d/b/a	:	
CHARLIE O'S,	:	
Respondent	:	

FINDINGS OF FACT

CONCLUSIONS OF LAW

OPINION

RECOMMENDATION OF PERMANENT HEARING EXAMINER

FINAL ORDER

FINDINGS OF FACT*

1. On or about March 17, 2006, Complainant, Sonjia Steiner-Westfall, (hereinafter "Steiner-Westfall"), filed a PHRC Complaint against Charlie O's Hardwood Grill and Lounge, in which Steiner-Westfall alleged sex-based unequal pay and a termination because she is a female. (N.T. 6).
 2. On or about August 7, 2006, Steiner-Westfall amended her complaint to change the name of the Respondent to Danvic Management, Inc., d/b/a Charlie O's, (hereinafter "Charlie O's"). (N.T. 7).
 3. Under cover letter date January 12, 2007, the PHRC's Pittsburgh regional office filed a Petition for Rule to Show Cause. (N.T. 7).
 4. On January 18, 2007, PHRC Motions Commissioner David A. Alexander issued a Rule to Show Cause which, in effect, notified Charlie O's that it had until February 20, 2007 to file an answer to Steiner-Westfall's complaint. (N.T. 7).
 5. Charlie O's did not file an answer. (N.T. 7).
 6. On March 5, 2007, Motions Commissioner Alexander recommended to the full PHRC that Charlie O's be found liable for Steiner-Westfall's allegations. (N.T. 7).
 7. By Order dated March 27, 2007, the PHRC found Charlie O's liable for unequal pay and terminating Steiner-Westfall because of her sex, female. (N.T. 5-6).
 8. A public hearing on the issue of what, if any, damages are appropriate was held on August 23, 2007 in Greensburg, Pennsylvania.
- To the extent that the Opinion which follows recites facts in addition to those here listed, such facts shall be considered to be additional Findings of Facts. The following abbreviations will be utilized throughout these Findings of Fact for reference purposes:

N.T. Notes of Testimony
C.E. Complainant's Exhibit

9. Steiner-Westfall began working for Charlie O's as a Line Cook in early November 2005. (N.T. 11).
10. Steiner-Westfall's wages were \$8.25 per hour. (N.T. 11).
11. Steiner-Westfall worked approximately 40 hours per week. (N.T. 12).
12. In Mid-December 2005, Steiner-Westfall's wages were increased to \$8.50 per hour. (N.T. 13).
13. In early January 2006, Charlie O's hired Greg Hess at the rate of \$14.00 per hour. (N.T. 12, 13).
14. In mid-January 2006, Charlie O's hired another male Line Cook, Drew Nemick, who was paid \$10.50 per hour. (N.T. 13).
15. On February 25, 2006, Charlie O's terminated Steiner-Westfall. (N.T. 15).
16. On February 28, 2006, Steiner-Westfall began working as a Line Person at Panera Bread earning \$8.50 per hour. (N.T. 16).
17. Steiner-Westfall worked approximately 30 to 40 hours a week for only two weeks with Panera Bread. (N.T. 16, 17).
18. In the beginning of March, 2006, Steiner-Westfall began working 40 hours a week as a Line Cook for Ladies Restaurant earning \$8.50 per hour. (N.T. 18).
19. In May 2007, Steiner-Westfall began working at Dingbats where she earned \$8.50 per hour to start. (N.T. 19).
20. On August 20, 2007, Steiner-Westfall received a raise to \$9.75 per hour at Dingbats. (N.T. 19, 21).
21. Steiner-Westfall incurred travel-expenses as she pursued her PHRC claim. (N.T. 20, 21).
22. Steiner-Westfall does not seek either reinstatement or front-pay. (N.T. 25, 26).