

Cabletron Fined More Than \$1.5M Tuesday

By HILLARY CHURA

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CONCORD, N.H. (AP) — Cabletron Systems Inc. says it is disappointed it has been ordered to pay about \$2.5 million, and it plans to appeal a ruling that it violated the civil rights of two former employees.

Monday's award of about \$1.5 million comes on the heels of last week's \$1 million award.

Cabletron's director of human

resources, Linda Pepin, said her company plans to appeal the ruling, but she didn't know when.

The jury on Monday said Cabletron had to pay Genevieve Scarfo \$1.2 million in back and future pay. It awarded her \$28,000 last week after it ruled the company discriminated against her because she's a woman.

Her boss, Brian Miller, was awarded \$396,711 for back pay stock compensation. The court last week awarded him \$995,000 after it ruled he was fired because he refused to fire Scarfo.

Pepin said Cabletron is doing a great job of ensuring women aren't discriminated against, she said.

"I believe our female presence is significant," she said.

Cabletron employs 1,556 men and 1,179 women, but Pepin said she

didn't know how many women were in secretarial or other support positions.

Scarfo, of Wells, Maine, has been looking for a job as a purchasing manager since she was fired in 1991, said her lawyer Eleanor MacLellan.

Miller, of Bow, worked as director of materials for Cabletron from May 1987 to April 1990, earning about \$60,000 a year. He was responsible for all purchasing, inventory and shipping.

His lawyer, Andru Volinsky, said he was pleased with Monday's award.

"This sends a very clear message, and it's just not to Cabletron. It's to other companies that they should understand discrimination laws are serious, and violations are dealt with accordingly," Volinsky said.