

CHARGE OF DISCRIMINATION

AGENCY CHARGE NUMBER

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

FEPA
 EEOC

Florida Commission on Human Relations and EEOC
State or local Agency, if any

RECEIVED
1997 MAR 17 PM 4:28

NAME (Indicate Mr., Ms., Mrs.) Ms. Constance Capehart
HOME TELEPHONE (Include Area Code) (904) 453-8506

STREET ADDRESS CITY, STATE AND ZIP CODE DATE OF BIRTH
103 Frisco Road, Pensacola, Florida 32507-1344 09/16/66

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME NUMBER OF EMPLOYEES, MEMBERS TELEPHONE (Include Area Code)
Henderson Electric 25+ (904) 243-2223

STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY
648-2 NW Anchor Street, Fort Walton Beach, Florida Okaloosa

NAME TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
 RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY OTHER (Specify) Equal Pay Act
DATE DISCRIMINATION TOOK PLACE EARLIEST LATEST
9/ 3/ 96 2 /27/ 97
 CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

- I am a female who was hired as an electrician apprentice by Henderson Electric on or about September 3, 1996. I was initially hired to work at the rate of \$6.50 per hour.
- After I started working with Henderson Electric, I noticed that male electrician apprentices who were hired both before and after me were being paid a higher wage than I. This was the case even for men who were less qualified for the position than me.
- In addition to being paid less than my male counterparts, I was not selected to work at high scale/high pay job sites despite my requests. Male electrician apprentices who were less qualified than me and less senior to me were instead allowed to work these high scale/high pay jobs.
- When I asked one of my superiors about the aforementioned inconsistencies, he stated that women would not receive these job assignments because they did not work as hard as men. This response offended me.

See Attachment

GOSALIND ANNE MAXWELL
Notary Public - State of Florida
My Commission Expires June 26, 1997
CC 278544

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.
NOTARY - (When necessary for State and Local Requirements)
I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.
SIGNATURE OF COMPLAINANT
SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)
12-03-97

Date Charging Party (Signature)

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5. I repeatedly complained to my superiors about their inconsistent treatment of men and women and told them that I was going to file a grievance. Approximately one week later, I was terminated. I believe that I was terminated in retaliation for my intending to file a grievance.

6. I believe that I have been discriminated against in violation of Title VII of the Civil Rights Act of 1964 as amended, the Equal Pay Act, and the Florida Civil Rights Act of 1992.