

FLORIDA COMMISSION ON HUMAN RELATIONS
 325 John Knox Road, Suite 240, Building
 Tallahassee, Florida 32303-4149

00-409-3

CHARGE OF DISCRIMINATION

FCHR No. 98-0594

Name (Indicate Mr., Ms., or Mrs.)
 MRS. KAREN L. ODOM

Social Security Number
 Date of Birth
 7-13-47

Street Address
 260 Ponce De Leon Street

Home Telephone Number (area code)
 (850) 647-6995

City, State, and Zip Code
 Port St Joe Florida 32456

Work (if possible to call you there)

List the public lodging and/or public food service facility which discriminated against you.

Name
 ST Joseph telecommunications
 NOW GTC/GT Comm

No. Of Employees
 100+

Telephone No. (area code)
 (850) 229-7212

Street Address
 502 5th Street

City, State, and Zip Code
 Port St. Joe Florida 32456

County
 Gulf

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))
 RACE COLOR SEX RELIGION DISABILITY
 NATIONAL ORIGIN AGE RETALIATION

DATE MOST RECENT OR CONTINUING
 DISCRIMINATION TOOK PLACE.
 (month, day, year) FEB 28, 1997

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

I. PERSONAL HARM: Lack of compensation upon termination.

II. RESPONDENT'S REASON FOR PERSONAL HARM: Age, years of service and departmental discrimination

III. DISCRIMINATION STATEMENT: See attached AFFIDAVIT

RECEIVED
 FLORIDA COMMISSION ON
 HUMAN RELATIONS
 1998 JAN 12 AM 10:26

I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).

I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY- (Required for Filing)
 SUBSCRIBED AND SWORN TO BEFORE ME

SIGNATURE OF COMPLAINANT
 Karen L. Odom
 DATE
 1-9-98
 month

SANDRA CLENNY
 Notary Public, State of Florida
 My Comm. Expires 01/01/98
 No. 00201202
 State of Florida Notary Public Service
 Sandra Clenny
 9th OF January 1998

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ADDENDUM TO COMPLAINT FORM FOR:
Ms. Karen L. Odom
FCHR # 98-0594

FILED
00 JAN 24 PM 12:43
DIVISION OF
ADMINISTRATIVE
HEARINGS

THE PARTICULARS ARE:

My age discrimination is based on the fact that when I was terminated, my severance compensation was reduced by my age.

Mr. Ted Cannon, 2014 Monument Ave, Port St Joe, Florida 32456, Tel # (850) 229-6739, Birthday: 11-21-38, Date of Hire: 11-18-91, Termination date: 2-7-97, was offered a package of 1 week salary per years of service if his age and years of service equalled 70. He did not meet this requirement. He stated 8/29/97 that his time with Florida First National Bank was factored into this formula requirement. Florida First National Bank was owned by Dupont until mid 1980.

When Texas PACIFIC GROUP bought AT comm in 1995 it was no longer under Dupont authority. How can time be bridged from a company Dupont sold in mid 1980 to a company Dupont sold in 1995 with no affiliation with Dupont give another employee a package yet turn me down for the same benefits?

Mr. Ted Cannon is willing to discuss this matter with you.

I was employed August 9th, 1982. Prior to this, I worked two (2) 6 month temporary slots in the warehouse. I was terminated on February 28, 1997. I was given four weeks severance pay.

Mr. Cannon received, as stated by him, 28 weeks severance pay.

I was employed to work in the warehouse. My direct supervisor was Bernard Wester. In 1992 I was asked to move to outside plant.

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(continued)
On a temporary basis. At this time, I took my job from the warehouse with me. I was doing my work plus the full work the previous clerk in that position had done. While there, Engineering added a major job from their department and Mr. Wilhite's Secretary, Geraldine Bodey, added several of her tasks to my position. Before termination, they moved yet another fulltime clerk position into my office from Central Office Engineering. I was now doing the work of 3½ employees. They called me in on February 28, 1997 after working half of the day and said my job position was no longer needed. My dispute is the fact that I was never permanently moved from the warehouse to the outside plant department. The warehouse employees were and have been working a large amount of overtime. My position as a warehouse clerk was never filled. Since they still did my time up until a few months before termination, but never did any formal paperwork to transfer me to another department, in reality I was terminated from a position that was not mine. In actuality, I still worked for the warehouse.