

00-2310

CHARGE OF DISCRIMINATION	AGENCY FEPA EEOC	CHARGE NUMBER 5765
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This form is affected by the Privacy Act of 1974: See Privacy Act Statement before completing this form.

FILED

FLORIDA COMMISSION ON HUMAN RELATIONS & EEOC

NAME (Indicate Mr. Ms. Mrs.) Mrs. Susan K. Lunsford		HOME TELEPHONE (Include Area Code) 361-204-0956
STREET ADDRESS 715 South Lakeside Terrace, Eagle Lake, Florida 33839	CITY, STATE & ZIP CODE	Date of Birth 04/29/65

DIVISION OF ADMINISTRATIVE HEARINGS

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 Greenhorne & O'Mara, Inc.	No. of Employees 500+	TELEPHONE 561-686-7707
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STREET ADDRESS 701 Northpoint Parkway, Suite 100, West Palm Beach, Florida 33407	CITY, STATE & ZIP CODE	COUNTY Polk
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NAME	TELEPHONE
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STREET ADDRESS	CITY, STATE ZIP CODE	COUNTY
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CAUSE OF DISCRIMINATION BASED ON (CHECK APPROPRIATE BOXES)	DATE DISCRIMINATION TOOK PLACE
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (SPECIFY)	EARLIEST: 3/97 LATEST: Present Continuing Action

I. Personal Harm:

I am presently employed with Greenhorne & O'Mara Inc., as an Assistant Office Engineer. In September of 1996 an Office Engineer position became available and John Sabine, a male was assigned to the position. In March 1997, John Sabine left his position as Office Engineer. I took over the job duties of Office Engineer, but never received a title promotion or pay increase afforded the Office Engineer. Instead, before I was eligible for the promotion my employer required me to attend certification classes, which the former male, Mr. Sabine, was not required to complete. These requirements were imposed by Greenhorne & O'Mara Inc., in March of 1997. On April 8, 1998, the alleged prerequisites I was required to complete, prior to obtaining the Office Engineering position, were accomplished I was told the promotion would be forthcoming. In January of 1999, I made another request for rate increase and title promotion, and I was told that a Final Estimate needed to be completed and a Procedural Memorandum issued before a title promotion or rate increase would be made. This was an additional requirement, that was not imposed upon Mr. Sabine. These Final Estimates were submitted by me on July 16, 1999 and August 19, 1999 respectively. As of the date of this charge, I have not been promoted to the position of Office Engineer though I perform all the tasks of Office Engineer as John Sabine previously performed. I am unaware of any female holding the title of Office Engineer, even though we perform the same duties, we are paid less than our male counterparts.

II. Respondent's Reason for Adverse Action:

Additional requirements were imposed upon me for an Office Engineering position, when male counterparts did not have to complete the prerequisites.

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<input checked="" type="checkbox"/> I want this charge filed with both the EEOC and The Florida Commission on Human Relations. 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 and affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
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I declare under penalty of perjury that the foregoing is true and correct. 12/9/99 Charging Party (Signature)	SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE My Commission: CC355357
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