

FLORIDA COMMISSION ON HUMAN RELATIONS
 325 John Knox Road, Suite 240, Building F
 Tallahassee, Florida 32399-1570

00-4429

FILED
 00 OCT 27 PM 4:37
 COMMISSION OF ADMINISTRATIVE HEARINGS

CHARGE OF DISCRIMINATION	FCHR No. 2001055
Name (Indicate Mr., Ms. or Mrs.) Mr. Benjamin Edwards	Telephone No. (area code) (904) 696-1936
Street Address 712 Secretariat Lane North	Home (904) 696-1936
City, State, and Zip Code Jacksonville, FL 32218	Work (if possible to call you there)

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

Name United Parcel Service, Inc.	No. Of Employees 15+	Telephone No. (area code) (904) 693-8391
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Street Address 4420 Imeson Road	City, State and Zip Code Jacksonville, FL 32219	County Duval
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CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> HANDICAP <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION <input checked="" type="checkbox"/> OTHER (SPECIFY) DISPARATE TREATMENT	DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 10-6-1999
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THE PARTICULARS ARE (if additional space is needed, attach extra sheet(s)):

- I have been the victim of race discrimination and disparate treatment at United Parcel Service, Inc. I began my employment with the company on May 30, 1990. I was terminated on October 6, 1999
- I was told that I was terminated for refusal to perform job duties.
- I believe that I was discriminated against, subjected to disparate treatment and ultimately terminated because of my race, which is black. This is in violation of Title VII of the 1964 Civil Rights Act, as amended and the Florida Civil Rights Act of 1992.
- I feel this way because I worked for UPS for over nine years. I was consistently rated above average on my performance evaluations. Approximately eight months prior to my termination, Jerry Billet, a white male, was made my supervisor. Immediately upon his arrival, Mr. Billet singled me out and treated me differently than my white co-workers in every aspect of my employment, including, but not limited to the following: Mr. Billet gave me the assignments with the greatest volume of work and the least number of employees to complete the work; Mr. Billet continuously forced me to personally load the trucks instead of supervising like similarly situated white supervisors; my requests for time off to handle personal matters, a family death and illnesses, were handled differently than similarly situated white supervisors; I was the only supervisor forced to do unjustified "write-ups" on myself. Mr. Billet intentionally criticized me, humiliated me and undermined my supervisory function in front of my co-workers and subordinates.

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.

SIGNATURE OF COMPLAINANT **DATE**

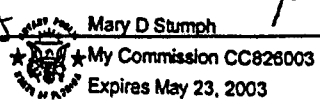
[Signature] 1-31-00

NOTARY -- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME
 31st day of January, 19 2000

Mary D. Stumph
 Mary D Stumph

FL DL # E363-065-70-228-0



AFFIDAVIT

09-57-1 11 1984

I, Benjamin Edwards, hereby say:

I have been given assurances by a representative of the Florida Commission on Human Relations that this Affidavit will be considered confidential by the Agency and the U.S. Equal Employment Opportunity Commission, if applicable, and will not be disclosed as long as the case remains open unless it becomes necessary for them to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with the Agency policies.

I am 29 years of age; my gender is male; my racial identity is black; my social security number is 261-59-0035; and my date of birth is 6-28-1970

I reside at: 1712 Secretariat Lane North, Jacksonville, FL 32218

My telephone number is (including area code): (904) 696-1936

My complaint is against: United Parcel Service, Inc.
which is located at 4420 Imeson Road, Jacksonville, FL 32219

Telephone number (including area code): (904) 693-8391

Personnel director is unknown to me. The Corporate office is located at: 55 Glenlake Parkway, NE, Atlanta, GA 30328

Telephone number (including area code):

My job classification is/was/applying for: part time supervisor

My immediate supervisor is/was: Jerry Billett

AFFIDAVIT continued

Please provide the following information:

- a. An exact diary of events leading to the problem. Be very specific as to dates, times and persons involved.
- b. Make a list of all persons having direct knowledge of the problems leading to or involved in your complaint. Include their names, addresses, telephone numbers, and the nature of the information they can provide.
- c. If you are filing based on a disability/handicap. Please state your disability/handicap, and provide a statement from your doctor.

a. I have been the victim of race discrimination and disparate treatment at United Parcel Service, Inc. I began my employment with the company on May 30, 1990. I was terminated on October 6, 1999 I was told that I was terminated for refusal to perform job duties. I believe that I was discriminated against, subjected to disparate treatment and ultimately terminated because of my race, which is black. This is in violation of Title VII of the 1964 Civil Rights Act, as amended and the Florida Civil Rights Act of 1992. I feel this way because I worked for UPS for over nine years. I was consistently rated above average on my performance evaluations. Approximately eight months prior to my termination, Jerry Billet, a white male, was made my supervisor. Immediately upon his arrival, Mr. Billet singled me out and treated me differently than my white co-workers in every aspect of my employment, including, but not limited to the following: Mr. Billet gave me the assignments with the greatest volume of work and the least number of employees to complete the work; Mr. Billet continuously forced me to personally load the trucks instead of supervising like similarly situated white supervisors; my requests for time off to handle personal matters, a family death and illnesses, were handled differently than similarly situated white supervisors; I was the only supervisor forced to do unjustified "write-ups" on myself. Mr. Billet intentionally criticized me, humiliated me and undermined my supervisory function in front of my co-workers and subordinates.

b. Jimmy Smith
c/o United Parcel Service, Inc.
4420 Imeson Road
Jacksonville, FL 32219
(904) 693-8391
Mr. Smith can attest to my job performance over the last six years.

AFFIDAVIT continued

Steve Smith
c/o United Parcel Service, Inc.
4420 Imeson Road
Jacksonville, FL 32219
(904) 693-8391

Mr. Smith can attest to my job performance over the last six years.

Frank Perry
c/o United Parcel Service, Inc.
4420 Imeson Road
Jacksonville, FL 32219
(904) 693-8391

Mr. Perry can verify the harassment I endured while employed by UPS and the fact that I was treated differently than similarly situated white supervisors.

Tonya Sandier
c/o United Parcel Service, Inc.
4420 Imeson Road
Jacksonville, FL 32219
(904) 693-8391

Ms. Sandier can verify the harassment I endured while employed by UPS and the fact that I was treated differently than similarly situated white supervisors.

Mark Lamber
c/o United Parcel Service, Inc.
4420 Imeson Road
Jacksonville, FL 32219
(904) 693-8391

Mr. Lamber can verify the harassment I endured while employed by UPS and the fact that I was treated differently than similarly situated white supervisors.

AFFIDAVIT continued

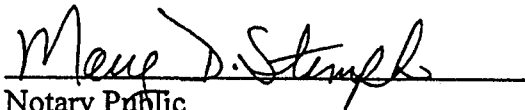
c. Not applicable.


(SIGNATURE)


FL DL# E 363-065-70-228-D

Sworn to and subscribed before me this

31st day of January, 2000



Notary Public
State of Florida at Large

 Mary D Stumph
My Commission CC926003
Expires May 23, 2003

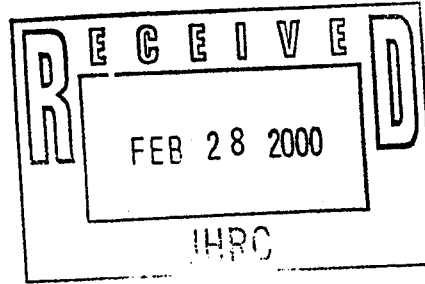
My Commission Expires _____

FCHR: 2001055

sm

CDS SYSTEM ENTRY

Cp First Name: Benjamin
Cp Last Name: Edwards
Cp Phone: 904-696-1936
Contact: 2
Filed: 020100
Assnd: 020300
Basis: RB
Issue: T2, D2
County: Duval
Counselor: A. Williams
Violation Date: 100699



=====POSSIBLE DUPLICATES=====

- FROM INTAKE---
- ~Marlene H. Tyler --- 2000683
- FROM DOCKETS---
- ~Cone a --- 990775
- ~Cotrell n --- 96L423
- FROM DEFFERALS---
- Becky D. Edwards --- 151991509

INDIVIDUAL COMPLAINT LOG

Intake Counselor

HW
____(2) ____ (3) ____ (4) ____ (5) ____ (6) ____ (7) ____ (8) ____ (9) (housing 0-9)

FILED

OCT-27 PM 4:37
DIVISION OF ADMINISTRATIVE HEARINGS

INANT-~~FROM~~MS. Benjamin Edwards
172 Secretariat Lane North
Jacksonville, FL 32218 PH# (904) 696-1996
PRESENTATIVE Patricia M. Dodson, Esq
Brown, Terrel, Hogan, Ellis et al
233 East Bay Street
Jacksonville, FL 32202 PH# (904) 632-2424
INDENT United Parcel Services, Inc

Date Rec'd.. 2/1/00
Date Assigned 2/3/00
Date Filed 2/1/00
FCHR No. 2001055
EEOC No. _____
Basis Race Code(s) RB
Issue Discrim. Code(s) D2

is 4420 Ineson Road
Jacksonville, FL 32219 PH# (904) 693-8391
PRESENTATIVE Robert G. Reigel, Jr, Esq.
COFFMAN, GOLDMAN, ANDREWS, Et. Al.
ess P.O. Box 40089
TAX, Fl. 32203 PH# _____

D.O.B. 6/28/70
S.S.N. 261-59-6035
COUNTY Duval
DATE OF PERSONAL HARM
10/6/99

SUSPENSE:

Request for Information _____

Form to CP _____

INTAKE EXITS:

Docketing _____

Ref'd by Mail (EEOC/RUD) Ref. 1

Inability to Contact: _____

FTR _____

No Juris. _____

No FRA Viol. _____

TA _____

INTAKE CHECKLIST:

Employees _____

Timeliness _____

S/A Info _____

CP was counseled _____

FCHR Processed discussed _____

This complaint been filed with another agency Yes _____

NO, if so which agency _____

COUNSELOR NOTES: (See back) _____

Docketing Clerk: E:
Date _____

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

EEOC - Miami District Office
One Biscayne Tower, Suite 2700
2 South Biscayne Boulevard
Miami, Florida 33131

Date 3-28-00

EEOC CHARGE _____

FEPA CHARGE 20-01055

SUBJECT: CHARGE TRANSMITTAL

BENJAMIN EDWARDS v. UNITED PARCEL SERVICES, INC.
(Charging Party) (Respondent)

Transmitted herewith is a charge of employment discrimination initially received by the:

EEOC Florida Commission on Human Relations on 2-1-00
(Name of FEPA) (Date of Receipt)

Pursuant to the worksharing agreement, this charge is to be initially investigated by the EEOC.

Pursuant to the worksharing agreement, this charge is to be initially investigated by the FEPA.

The worksharing Agreement does not determine which agency is to initially investigate the charge.

EEOC requests a waiver

FEPA waives

No waiver requested

FEPA will investigate the charge initially

Please complete the bottom portion of this form to acknowledge receipt of the charge and, where appropriate, to indicate whether the Agency will initially investigate the charge.

TYPED NAME OF EEOC OR FEPA DIRECTOR

RONALD M. McELRATH

SIGNATURE

Ronald M. McElrath

(Charging Party)

(Respondent)

To whom it may concern:

- This will acknowledge receipt of the referenced charge and indicate this Agency's intention to initially investigate the charge.
- This will acknowledge receipt of the referenced charge and indicate this Agency's intention not to initially investigate the charge
- This will acknowledge receipt of the referenced charge and request a waiver of initial investigation by the receiving agency.
- This will acknowledge receipt of the referenced charge and indicate this agency's intention to dismiss/close/not docket the charge for the following reason:

TYPED NAME OF EEOC OR FEPA DIRECTOR

Federico Costales

TO: Florida Commission on Human Relations
Building F, Suite 240
325 John Knox Road
Tallahassee, Florida 32303

DATE _____

EEOC CHARGE _____
FEPA CHARGE _____