

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

00-2308

**CHARGE OF DISCRIMINATION** FCHR No. 2001392 Amended DG

Name (Indicate Mr., Ms., or Mrs.) **Mr. Norman Jeffrey McKinney** Social Security Number **00-1-1-3-AM 9:05** Date of Birth **09-02-58**

Street Address **1570 Janice Court** Home Telephone Number (area code) **850-932-4516**

City, State, and Zip Code **Gulf Breeze, Florida 32561** Work (if possible to call you there) **850-802-1685**

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

Name <b>Gulf Power Co. - Crest Plant</b>	No. of Employees <b>15+</b>	Telephone No. (area code) <b>850-429-2200</b>
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Street Address <b>11999 Pate Street</b>	City, State, and Zip Code <b>Pensacola, Florida 32514</b>	County <b>Escambia</b>
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CAUSE OF DISCRIMINATION BASED ON [Check appropriate box (es)]  
 RACE  COLOR  SEX  RELIGION  DISABILITY  
 NATIONAL ORIGIN  AGE  MARITAL STATUS  RETALIATION

Date Most Recent Or Continuing Discrimination Took Place (month, day, year) **02-11-2000**

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

**I. PERSONAL HARM:**  
I am forced to work in a hostile work environment.

**II. RESPONDENT'S REASON FOR PERSONAL HARM:**  
Plant Manager told me I should have expected this retaliation to happen when we reported harassment to Human Resource Corporate Office instead of coming to him.

**III. DISCRIMINATION STATEMENT:**  
I believe I have been discriminated against because of retaliation which is in violation of Chapter 760 of the Florida Civil Rights Act, and Title VII of the Federal Civil Rights Act for the following reason;

1. I supported co-worker Gary Farrell in reporting to the company about harassment he was receiving from Union Business Manager, Joe Nobles and past Job Steward, Richard Mason for quitting Local Union 1055.
2. Joe Nobles and Richard Mason retaliated against me by influencing most of the union members in the department to ostracize me by not talking to us or cooperating with us. Some co-workers have come to me and said they were told not to associate or cooperate with me, because I supported co-worker Gary Farrell in reporting harassment to Corporate Office.
3. In my 2<sup>nd</sup> quarter evaluation of 1999, My supervisor, Van Cotsonis tells me it is being reported to him that I am making few mistakes on some things. I told Van that Richard had been lying and setting things up to look as if I'd done them wrong. I told him some of the mistakes on some things were legitimately mine and that I would pay closer attention to details. It is very difficult to concentrate when you're being hunted and must be constantly looking over my shoulder for Richard and his antics. It has been extremely difficult to perform my job due to the constant harassment and retaliation I go through.

**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.  
 Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.

SIGNATURE OF COMPLAINANT  
*Norman Jeffrey McKinney*

DATE  
**3-28-2000**