

FLORIDA COMMISSION ON HUMAN RELATIONS

John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303-4149

02-3692

7:00 SEP 21 AM 9:22

AMENDED CHARGE OF DISCRIMINATION

FCR No. 2001873 J. Moran

Name (Indicate Mr., Ms., or Mrs.)
Frederick Bruno

00 MAY 15 PM 2:34

Social Security #
067-34-1151

Date of Birth
3/9/43

Street Address
27848 Lincoln Place

Home Telephone Number (area code)
813/991-4332

City, State, and Zip Code
Wesley Chapel, FL 33544

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
Eastman Kodak Co.

No. of Employees
15+

Telephone No. (area code)
716/724-4000

Street Address
343 State Street

City, State, and Zip Code
Rochester, NY 14650

County
Pasco

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) 5/1/99

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

I. Personal Harm:

On May 1, 1999 I was constructively discharged (forced to resign) from my position with Respondent.

II. Respondent's Reason for Personal Harm:

No reason has been provided for the discrimination.

III. Discrimination Statement:

I believe I have been discriminated against because of my Age, which is in violation of Chapter 760 of the Florida Civil Rights Act as amended for the following reasons:

- I have been employed for Respondent for 34 years. Beginning in 1996 ^{Jim} I have been subjected to constant questions about my age, longevity with the company, pay, etc. Managers also took part in this conversation. At about the time I reached early retirement eligibility, my workload was doubled by the new General Manager, Jim McKay. I was assigned the responsibility from another area manager who had been let go due to early retirement. I was given no additional compensation for the extra responsibility.
- Mr. McKay harassed me constantly, in the form of verbal abuse, unreasonable demands, and other forms of intimidation. Most of the time this was done out of the sight of others. Mr. McKay also gave me an unfairly negative performance review, although the previous years evaluation had rated me as the highest in my group. This harassment began to negatively impact my health. I ended up taking an early retirement on May 1, 1999, due to the incredible stress of my working conditions.
- I was replaced with a person under the age of 40. The size of his area and his responsibilities were considerably reduced. The remaining areas were split up between several people.

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

DATE

Frederick Bruno

5/12/00