

CHARGE OF DISCRIMINATION

01-2470

AGENCY

CHARGE NUMBER

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

FE
 EEOC

2004062

Florida Commission on Human Rights

and EEOC

State or local Agency, if any

S.S. No.

260-35-5063

NAME (Indicate Mr., Ms., Mrs.)

HOME TELEPHONE (Include Area Code)

Ms. Andrea Taglia

904-532-0674

STREET ADDRESS

CITY, STATE AND ZIP CODE

1642 Joyner Drive, Deltona, Florida 32725

DATE OF BIRTH

6-8-80

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

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

PETsMART

Approx. 30

407-804-1901

STREET ADDRESS

CITY, STATE AND ZIP CODE

4550 West Lake Mary Blvd., Lake Mary, Florida 32746-2412

COUNTY

Seminole

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

RACE COLOR SEX RELIGION AGE
 RETALIATION NATIONAL ORIGIN DISABILITY OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) LATEST (ALL)

February, 2000 Present

CONTINUING ACTION

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

I, Andrea Taglia, am 20 years old. I began work for PETsMART at its Lake Mary, Florida store in January, 1998 as a bather-brusher of animals. In March, 1999, I began grooming apprenticeship, and completed such apprenticeship in April, 1999. At that time, I became a full-time groomer.

In April, 2000, Carol Towers, District Grooming Manager, explained the groomer's training program, and promised that the student-groomers would be limited to 3 dogs per day so as not to adversely affect the commissions of the full-time groomers.

In May, 2000, I was asked to become a "Flexible Pet Stylist", with an increased commission rate of 55%. This was to be a full-time position with varying work days and hours. The Store Manager, Joel Weiss, promised that with this change, that I would not be given hours to work when there were no dogs to groom and that if I was unhappy with the situation, that I could go back to my previous position as full-time groomer.

Later in May, 2000, PETsMART began having other employees, including students, groom my dogs (dogs owned by customers of mine who specifically asked that I do the work). On June 27, 2000, I wrote a letter to Joel Weiss and Chassidy Millspaught, the Grooming Supervisor complaining about PETsMART taking my dogs and (over)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

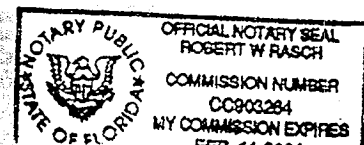
I declare under penalty of perjury that the foregoing is true and correct.

Andrea C. Taglia

Date 8/16/00 Charging Party (Signature)

8/16/00

Robert W. Rasch

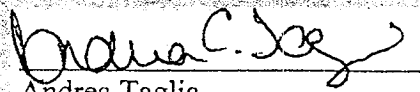


Discrimination Charge

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preventing me from earning my commissions. The next day I was called into a meeting with Joel Weiss and Chassidy Millspaught. Mr. Weiss berated me and belittled me for bringing my concerns to him. He insisted that he had done nothing wrong by having other employees groom the dogs owned by my customers. When I asked to return to my previous position, Mr. Weiss told me that there were no full-time grooming positions now available so that I would have to become part time and lose my full-time employee benefits. When I asked why he was doing this to me, Mr. Weiss told me that there were weeks in which I made more money than him, and he is older and has a family to feed.

I feel that I have been discriminated against because of my age (20), and that since I complained to management about the discrimination, they have retaliated against me by further taking my dogs and assigning other employees to groom them so as to reduce my commissions. Moreover, management had been forcing me to work until close, even though there are no dogs to groom and I received no extra compensation. I feel that this is also retaliation for my complaint about discrimination against me.


Andrea Taglia