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**199709 TBD.C**  
**'CHARGES OF DISCRIMINATION'**

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Unofficial Reporter

2/24/1997 - 3/2/1997

{MOST RECENT UPDATE: 5/3/2023}

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**199709 TBD.C 001**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Carter v. County of Volusia*

**CITATION:** 199709 TBD.C 001

**DATE:** 2/24/1997

**STATE:** FL

**CASE NO:** 96-J219 (FCHR)

00-002316 (DOAH)

**CASE TYPE:** Employment Discrimination

age	col	dis	fam	Mar	nat	rac	rel	ret	sex	unk
								<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

**FILENAME:** 00002316053100i02.pdf

**PAGES:** 1

**CAUSE:** N



FLORIDA COMMISSION ON HUMAN RELATIONS

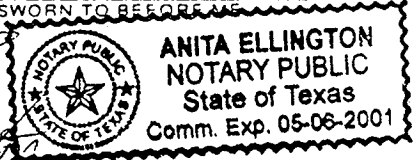
John Knox Road, Suite 240, Building  
Tallahassee, Florida 32399-1570

00-2316

FILED

RM CHARGE OF DISCRIMINATION		FCHR No. 96-J219
Name (Indicate Mr., Ms., or Mrs.) Ms. Cindy Carter		00 MAY 31 AM 9:01 Telephone No. (area code)
Street Address <del>4716 Hidden Lake Dr.</del> 6933 Borderbrook Dr. #503		DIVISION OF ADMINISTRATIVE HEARINGS Home 210-543-9446 904-760-4057
City, State, and Zip Code <del>Port Orange, FL 32119</del> San Antonio, Tx. 78238		Work (if possible to call you there) Same
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.		
Name Volusia County Dept. of Corrections	No. of Employees 15+	Telephone No. (area code) 904-254-1555
Street Address 1300 Red John Rd.	City, State and Zip Code Daytona Beach, FL 32120	County Volusia
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" 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 checked="" type="checkbox"/> RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 02/96
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s))		
<p>I. <u>PERSONAL HARM</u> <i>Feb</i> On or about <del>March</del> 06, I was terminated from my position as a Lieutenant in the Volusia County Corrections Department. Prior to my termination, I was subjected to a sexually hostile work environment. <i>/ Forced to resign under duress</i></p> <p>II. <u>RESPONDENT'S REASON FOR ADVERSE ACTION</u> No reason was given. <i>/ Forced Resignation</i></p> <p>III. <u>DISCRIMINATION STATEMENT</u> I believe I have been discriminated against because of my gender, female. I believe my rights have been violated under Title VII of the Civil Rights Act of 1964 as amended and the Florida Civil Rights Act of 1992 as amended.</p> <p>I REQUEST THE FULL RELIEF TO WHICH I AM ENTITLED, UNDER THE LAW(S).</p> <p style="text-align: center;">(See attached complaint)</p>		

RECEIVED  
FLORIDA COMMISSION ON HUMAN RELATIONS  
1997 FEB 26 PM 3:21

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.		NOTARY - (Required for Filing) SUBSCRIBED AND SWORN TO BEFORE ME
SIGNATURE OF COMPLAINANT <i>Cindy Carter</i> Cindy Pittman Carter Fla DL#C636 115 59 713 0	DATE 2/24/97	 ANITA ELLINGTON NOTARY PUBLIC State of Texas Comm. Exp. 05-06-2001 FEB 24 1997

**199709 TBD.C 002**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Bailey v. Stone Container Corporation*

**CITATION:** 199709 TBD.C 002

**DATE:** 2/28/1997

**STATE:** FL

**CASE NO:** 97-1293 (FCHR)

00-001793 (DOAH)

**CASE TYPE:** Employment Discrimination

age	col	dis	fam	mar	nat	rac	rel	ret	sex	unk
<input checked="" type="checkbox"/>										

**FILENAME:** 00001793042700i02.pdf

**PAGES:** 2

**CAUSE:** N



FLORIDA / COMMISSION ON HUMAN RELATIONS

5 John Knox Road, Suite 240, Building  
Tallahassee, Florida 32399-1570

00-1793

CHARGE OF DISCRIMINATION **FILED**

FCHR No.

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

00 APR 27 PM 3:23

Telephone No. (area code)

Mr. Emory C. Bailey

(904) 229-6580

Street Address

DIVISION OF  
ADMINISTRATIVE  
HEARINGS

Home

2411 Oak Grove Road

City, State, and Zip Code

Work (if possible to call you there)

Port St. Joe, Florida 32456

N/A

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

Name

No. of Employees

Telephone No. (area code)

Florida Coast Paper Co\*

50+

(904) 227-1170

Street Address

City, State and Zip Code

County

Post Office Box 6000 Port St. Joe, Florida 32457 Gulf

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

- RACE  COLOR  SEX  RELIGION  HANDICAP  
 NATIONAL ORIGIN  AGE  MARITAL STATUS  RETALIATION

DATE MOST RECENT OR CONTINUING  
DISCRIMINATION TOOK PLACE  
(month, day, year) 12-1-96

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

See Affidavit

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HUMAN RELATIONS  
1997 MAR -7 AM 10:16

\* Florida Coast Paper Company was formerly known as the St. Joe Paper Company.

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.

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME

SIGNATURE OF COMPLAINANT

DATE

Emory C. Bailey

2-28-97

Mary Leona Boutwell



Mary Leona Boutwell  
MY COMMISSION # CC577310 EXPIRES  
August 14, 2000  
BONDED THRU TROY FAY INSURANCE, INC.

28<sup>th</sup> of February 19 97

Produce FL Driver's License

CHARGE OF DISCRIMINATION

**FILED**

FCHR No. 971293 Amended

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

Emory C. Bailey

00 APR 27 PM 3:29

Social Security Number

Date of Birth

201-07-0104

9/2/39

Street Address

2411 Oak Grove Road

DIVISION OF ADMINISTRATIVE HEARINGS

Home Telephone Number (area code)

904 229-6580

City, State, and Zip Code

Port Saint Joe, Florida 32457

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 Florida Coast Paper Company f/k/a  
Saint Joe Paper Company

No. of Employees  
15+

Telephone No. (area code)  
904 227-1170

Street Address

Post Office Box 6000

City, State, and Zip Code

Port Saint Joe, Florida 32457

County

Gulf

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) 12/1/96

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

I, Emory C. Bailey, have been an employee for St. Joe Paper Company, for over thirty-five (35) years. St. Joe Paper Company was purchased by Florida Coast Paper Company in 1996. I am 57 years old. My Birth date is: 9-2-39. I was terminated on December 1, 1996.

Florida Coast's primary motivating factor of terminating my employment was to save money on retirement benefits as well as an unpronulgated policy that younger workers rather than older workers are more capable of performing the essential functions of the Shift Supervisors' position.

In 1986, I was promoted to a "Shift Supervisor." There were four Shift Supervisors. Below each Shift Supervisor was a "Crew Leader" or "Operator." Since 1986, I supervised a "crew" in the Wood Yard. My immediate supervisor, while I maintained the position as a Shift Supervisor, was Mike White, Wood Yard Superintendent. Prior to June 1, 1996, Mike White approached me and told me that "I would be transferred to the Maintenance Section of the paper plant on June 1, 1996." The news of my pending transfer was unexpected. On June 1, 1996, I was indeed transferred to the Maintenance Section. My new supervisor with the Maintenance Section was John Hanlon. After supervising a "crew" for nearly ten years, I was transferred to a position in which I was prohibited from employing my supervisory skills: there was no one under me to supervise. The Company did maintain me at the same salary as I received as Shift Supervisor.

I have always had positive reviews of my work performance.

Some time in October of 1996, I was approached by Mr. Bill Antley - Production Superintendent, the No. 2, person in the Company - who informed me that "come December 1, 1996, you will be out of a job, better start looking for another job." Mr. Antley's supervisor, Mr. Farrell Allen, General Superintendent, the No. 1, person in the Company - told me the same thing. In fact, some time thereafter Ms. Retha Threatt, Personnel Director, told me the same thing.

On December 1, 1996, I was terminated.

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.

NOTARY- (Required for Filing)  
SUBSCRIBED AND SWORN TO BEFORE ME

SIGNATURE OF COMPLAINANT

DATE

Signature on File

2/28/97

OF \_\_\_\_\_, 19 \_\_\_\_

**199709 TBD.C 003**  
**'CHARGES OF DISCRIMINATION'**

**CAPTION:** *Wilkinson v. Camco Products & Services*

**CITATION:** 199709 TBD.C 003

**DATE:** 2/26/1997

**STATE:** FL

**CASE NO:** 97-1253 (FCHR)

00-001132 (DOAH)

**CASE TYPE:** Employment Discrimination

age	col	dis	fam	mar	nat	rac	rel	ret	sex	unk
<input checked="" type="checkbox"/>										

**FILENAME:** 00001132031300i02.pdf

**PAGES:** 1

**CAUSE:** N





FLORIDA COMMISSION ON HUMAN RELATIONS

325 John Knox Road, 8th Floor, Building

Tallahassee, Florida 32305-4199

00-1132

CHARGE OF DISCRIMINATION

FORM No.

1997 FEB 26 PM 3:02

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

Social Security Number

Date of Birth

CHADRICK E. WILKINSON

11-6-44

Street Address

Home Telephone Number (area code)

P.O. Box 317

904-537-6343

City, State, and Zip Code

Work (if possible to call you there)

BAKER, FL. 32531

SAME

List the public lodging and/or public food service facility which discriminated against you.

Name

No. Of Employees

Telephone No. (area code)

CAMCO PRODUCTS + SERVICES

300 PLUS

713-747-4000

Street Address

City, State, and Zip Code

County

P.O. Box 14484

HOUSTON - TX, 77221

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

DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE.

RACE  COLOR  SEX  RELIGION  DISABILITY

(month, day, year)

NATIONAL ORIGIN  AGE  MARITAL STATUS  RETALIATION

AUG - 15, 1996

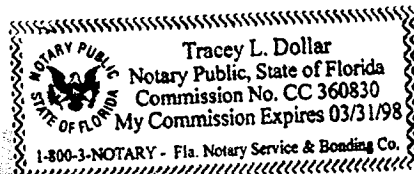
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

I. PERSONAL HARM: I WORKED FOR CAMCO FROM 12-27-77 UNTIL 8-15-96 AS A WIRELINE HELPER OFFICE MANAGER AND DISTRICT MANAGER. WHEN I BECAME MANAGER IN 1984, WE WERE WORKING FOR 4 DIFFERENT OIL COMPANIES, WHEN I WAS LAID OFF WE WERE WORKING FOR OVER 20 COMPANIES, DUE TO AGGRESSIVE SALES + SUPERIOR SERVICE OF THE CREWS UNDER MY SUPERVISION

II. RESPONDENT'S REASON FOR PERSONAL HARM: I WAS INFORMED I WAS LAID OFF BY MR GREGORY DUE TO CONSOLIDATIONS, COST REDUCTIONS AND RELATED REORGANIZATIONS.

III. DISCRIMINATION STATEMENT: I BELIEVE I WAS DISCRIMINATED AGAINST BECAUSE I WAS LAID OFF DUE TO THE FACT I COULD HAVE RETIRED AT 55, I WAS THE HIGHEST PAID IN THE JAY OFFICE AND A MAN UNDER 40 WAS PUT IN MY POSITION BUT NOT GIVEN THE TITLE OF DISTRICT MANAGER.

ANOTHER EMPLOYEE HAS SINCE BEEN PROMOTED TO REPLACE THE MAN WHO TOOK MY PLACE



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.

NOTARY- (Required for Filing)

SUBSCRIBED AND SWORN TO BEFORE ME THIS 14th DAY FEB., 1997 by CHADRICK WILKINSON

SIGNATURE OF COMPLAINANT

DATE

Chadrick E. Wilkinson

1

STATE OF FLORIDA  
COUNTY OKALOOSA

OF Tracey L. Dollar

APPENDIX



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<u>#</u>	<u>Item</u>	<u>Link</u>
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