



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Baltimore District Office**

City Crescent Building  
10 South Howard Street, 3<sup>rd</sup> Floor  
Baltimore, MD 21201  
(410) 962-3932  
TTY (410) 962-6065  
FAX (410) 962-2817/4270

Charge Number: 120-2004-00405C

James M. Blasic  
8352 Montgomery Run Road  
Unit H  
Ellicott City, Maryland 21043

Charging Party

Chugach Support Services, Inc.  
NIH, Trailer 41P  
Medlars Drive, Lot 41, MSC 2834  
Bethesda, Maryland 20892

Respondent

**DETERMINATION**

Under the authority vested in me by the Commission, I issue the following determination as to the merits of the above cited charge. All requirements for coverage have been met.

Charging Party alleges that Respondent discharged him in retaliation for complaining about discrimination in the workplace, in violation of Section 704(a) of Title VII of the Civil Rights Act of 1964, as amended.

Respondent denies Charging Party's allegations and maintains that it terminated his employment for insubordination towards a supervisor.

The record shows that Respondent hired Charging Party on December 2, 2002 as the Finance Manager. Charging Party performed his duties in a satisfactory manner. On October 15, 2003, Charging Party sent an e-mail to Respondent's corporate office advising the office that four hispanic workers intended to file an EEOC charge and lawsuit against Respondent. In this same e-mail, Charging Party complained that Respondent management officials had made numerous derogatory comments about non-white workers. On October 20, 2003, Respondent's Construction Director told Charging Party that he was upset that Charging Party had sent the e-mail to the corporate office, stating "this needs to be kept in-house." On October 22, 2003, the Director again met with Charging Party about his discrimination claims and other allegations that Charging Party had made concerning waste and fraud. During this same meeting, the Director terminated Charging Party's employment.

Determination (cont.)  
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Based on the foregoing, I have determined that there is reasonable cause to believe that Charging Party was discharged in retaliation for complaining of discrimination.

Upon finding that there is reason to believe that violations have occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties in join with it in reaching a just resolution of this matter. The confidentiality provisions of the statute and Commission Regulations apply to information obtained during conciliation.

In this regard, conciliation of this matter has now begun. Please be advised that any reasonable offer to resolve this matter will be considered. The Commission can seek an amount inclusive of full backpay (total wage loss) with interest, benefits, compensatory and punitive damages, reinstatement or front pay in lieu thereof. A commission representative will prepare and monitor an actual dollar amount. Respondent will be requested to accept, reject or submit a counteroffer to the forthcoming conciliation proposal.

If the Respondent declined to discuss settlement or when, for any other reason, a settlement acceptable to the office Director is not obtained, the Director will inform the parties and advise them of the court enforcement alternatives available to aggrieved persons and the Commission.

ON BEHALF OF THE COMMISSION:



Marie M. Tomasso  
District Director (Acting)

AUG 17 2004

Date

cc: James McCanna, Staff Attorney  
Chugach Support Services, Inc.  
560 E. 34<sup>th</sup> Avenue, Suite 300  
Anchorage, Alaska 99503-4196

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

**NOTICE OF RIGHT TO SUE**  
(CONCILIATION FAILURE)

To: Mr. James M. Blasic  
8352 Montgomery Run Road  
Unit H  
Ellicott City, Maryland 21043

From: U.S. Equal Employment Opportunity  
Commission  
Baltimore District Office  
10 S. Howard Street, 3rd Fl.  
Baltimore, Maryland 21201

[ ] *On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR § 1601.7(a))*

Charge No. & Respondent's Name	EEOC Representative	Telephone No.
120-2004-00405C Chugach Support Services, Inc.	Christie D. Boyd, Investigator	(410) 962-6616

This Notice concludes the EEOC's processing of the above-numbered charge. The EEOC found reasonable cause to believe that violations of the statute(s) occurred with respect to some or all of the matters alleged in the charge but could not obtain a settlement with the Respondent that would provide relief for you. In addition, the EEOC has decided that it will not bring suit against the Respondent at this time based on this charge and will close its file in this case. This does not mean that the EEOC is certifying that the Respondent is in compliance with the law, or that the EEOC will not sue the Respondent later or intervene later in your lawsuit if you decide to sue on your own behalf.

**- NOTICE OF SUIT RIGHTS -**

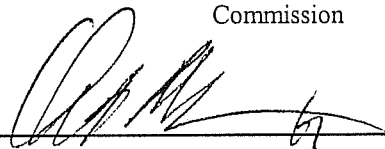
*(See the additional information attached to this form.)*

**Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS from your receipt of this Notice;** otherwise, your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the  
Commission



Marie M. Tomasso, District Director (Acting)

SEP 28 2004

*(Date Mailed)*

Enclosure(s)

cc: James McCanna, Staff Attorney  
Chugach Support Services, Inc.  
560 E. 34<sup>th</sup> Avenue, Suite 300  
Anchorage, Alaska 99503-4196