

class

11/15/77

This Hearing is being held pursuant to NHRS354-A:9, II, and will be conducted according to the Rules of Practice and Procedure of the New Hampshire Commission for Human Rights.

The complaint was filed March 10, 1977, with the New Hampshire Commission for Human Rights and the United States Equal Employment Opportunity Commission, Docket No. 011771130, and was deferred by the Equal Employment Opportunity Commission under the provisions of Section 706(c) of Title VII, United States Civil Rights Act of 1964 as amended, on March 24, 1977 to the New Hampshire Commission for Human Rights.

Complainant: Joyce Poulicakos

Respondent: Cote Brothers, Inc.

Appearing for the Respondent: Gerard O. Bergevin, Esquire  
Manchester, New Hampshire

Presenting the complaint: Berel Firestone

Commissioners in attendance:

Chairperson Gail F. Paine  
Commissioner Sylvia Figueredo  
Commissioner Walter E. Gibbs

Joyce Poulicakos )  
New Hampshire Commission for )  
Human Rights )  
 )  
and )  
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Cote Brothers, Inc. )  
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DECISION

Sitting Commissioners, Paine, Gibbs, Figueredo, Cobb.

Finding for the Complainant: Commissioner Cobb.

Finding for the Respondent: Commissioners Paine, Gibbs, Figueredo.

Joyce Poulicakos was employed by Cote Brothers, Inc., (the Company) as a salesperson in its new facility at 87 Elm Street, Manchester, New Hampshire. At the beginning of Poulicakos' employment, she was informed that thirty days subsequent to initial hire, she would be given the opportunity to join the union representing Company employees. Poulicakos had had experience in bakery thrift store operations, having previously been employed by Drake's thrift store, a similar establishment. On March 5, 1977, Poulicakos was terminated by Mr. Roland Dionne, Manager of the Company store, for "lack of initiative and poor attitude." The matter was brought to Public Hearing October 28, 1977, before the above noted Commissioners, at which time no evidence was given to support the position stated in Poulicakos' Charge of Discrimination that she had been terminated because of sex.

Therefore, Commissioners Paine, Gibbs, and Figueredo find the Company is not in violation of NHRS354-A:8,I, and this concludes the Commission's activities in this matter.

Dissenting, Commissioner Cobb.

Commissioner Cobb notes that Poulicakos was allowed to work without adequate guidance and that a comment made by Mr. Dionne, "I wouldn't want my wife doing this work, unloading cases of bread," was highly prejudicial and indicated a preference for male employees.

So Ordered.

*Gail F. Paine*

Gail F. Paine  
Chairperson

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