

FILED
U.S. DISTRICT COURT
EASTERN DISTRICT ARKANSAS

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF ARKANSAS
EASTERN DIVISION

NOV 09 1998

JAMES W. McCORMACK, CLERK
By: _____
DEPT

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,

Plaintiff,

v.

MCKNIGHT PLYWOOD, INC.

Defendant.

H-C-98-143

CIVIL ACTION NO.

COMPLAINT

JURY TRIAL DEMAND

This case assigned to District Judge MOODY
and to Magistrate Judge JONES

NATURE OF THE ACTION

This is an action under Title I of the Americans With Disabilities Act of 1990 and the Civil Rights Act of 1991 to correct unlawful employment practices on the basis of disability, and to provide appropriate make whole relief to Virgil D. Edwards, III. Defendant terminated Virgil D. Edwards, III because of his disability. Defendant failed to consider any reasonable accommodations for Mr. Edwards' disability.

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§451, 1331, 1337, 1343, and 1345. This is an action authorized and instituted pursuant to Section 107(a) of the Americans With Disabilities Act of 1990 ("ADA"), 42 U.S.C. §12117(a), which incorporates by reference Sections 706(f)(1) and

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(3) of Title VII of the Civil Rights Act of 1964 ("Title VII"), 42 U.S.C. §§2000e-5(f)(1) and (3), and pursuant to Section 102 of the Civil Rights Act of 1991, 42 U.S.C. §1981a.

2. The unlawful employment practices alleged below were and are now being committed in the Eastern District of Arkansas, Eastern Division.

PARTIES

3. Plaintiff, Equal Employment Opportunity Commission (the "Commission") is an agency of the United States of America charged with the administration, interpretation, and enforcement of Title I of the ADA and is expressly authorized to bring this action by Section 107(a) of the ADA, 42 U.S.C. §12117(a), which incorporates by reference Section 706(f)(1) of Title VII, 42 U.S.C. §2000e-5(f)(1).

4. At all relevant times, Defendant, McKnight Plywood, Inc. ("Defendant Employer"), was a corporation doing business in the State of Arkansas and has continuously had at least twenty five (25) employees.

5. At all relevant times, Defendant Employer has continuously been and is now an employer engaged in an industry affecting commerce within the meaning of Section 101(5) of the ADA, 42 U.S.C. §12111(5), and Section 101(7) of the ADA, 42 U.S.C. §12111(7), which incorporates by reference Sections 701(g) and (h) of Title VII, 42 U.S.C. §§2000e(g) and (h).

6. The Defendant Employer, McKnight Plywood, Inc., has been a covered entity under Section 101(2) of the ADA, 42 U.S.C. §12111(2).

STATEMENT OF CLAIMS

7. More than thirty (30) days prior to the institution of this lawsuit, Virgil D. Edwards, III, filed a charge with the Commission alleging violations of Title I of the ADA by Defendant Employer. All conditions precedent to the institution of this lawsuit have been fulfilled.

8. Since at least July 1, 1997, Defendant Employer has engaged in unlawful employment practices in violation of the ADA Sections 102(a), 102(b) (1), 42 U.S.C. §§12112(a) and 12112(b)(1) at its West Helena, Arkansas facility. These unlawful practices include, but are not limited to Defendant's failure to consider any reasonable accommodation for the disability of Virgil D. Edwards, III, alcoholism. Virgil D. Edwards, III, is a qualified individual with a disability who was able to perform the essential functions of the position he held at Defendant Employer's West Helena facility.

9. Defendant Employer discharged Virgil D. Edwards, III, from his employment because of his disability.

10. The practices alleged above have effectively deprived Virgil D. Edwards, III, of equal employment opportunities and adversely affected his status as an employee because of his disability.

11. The unlawful employment practices complained of above were intentional.

12. Defendant Employer at all relevant times has been acting with malice or reckless indifference to the federally protected

rights of Virgil D. Edwards, III, in violation of the ADA, 42 U.S.C. §12101 et seq.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully prays that this Court:

A. Grant a permanent injunction enjoining the Defendant Employer, its officers, successors, assigns and all persons in active concert or participation with it, from engaging in any employment practice which discriminates on the basis of disability.

B. Order Defendant Employer to institute and carry out policies, practices and programs which provide equal employment opportunities for qualified individuals with disabilities, and which eradicate the effects of its past and present unlawful employment practices.

C. Order Defendant Employer to make whole Virgil D. Edwards, III, by providing appropriate back pay with interest, in an amount to be proved at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices, including but not limited to, reinstatement to his rightful place.

D. Order Defendant Employer to make whole Virgil D. Edwards, III, by providing compensation for past and future pecuniary losses, including but not limited to, relocation expenses, job search expenses and medical expenses incurred by Virgil D. Edwards, III, after his separation from Defendant Employer that would have been covered by Defendant Employer's benefit plan.

E. Order Defendant Employer to make whole Virgil D. Edwards, III, by providing compensation for non-pecuniary losses, including emotional pain, suffering, loss of enjoyment of life, humiliation, inconvenience, mental anguish, and embarrassment, in amounts to be determined at trial.

F. Order Defendant Employer to pay Virgil D. Edwards, III, punitive damages for its malicious and/or reckless conduct, in an amount to be determined at trial.

G. Grant such further relief as the Court deems necessary and proper.

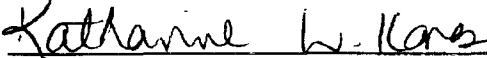
H. Award the Commission its costs in this action.

JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

C. GREGORY STEWART
General Counsel

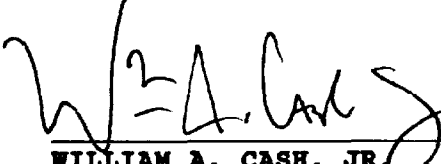
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