Charlotte Frederick

Heather Baldwin

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The U.S. Equal Employment Opportunity Commission (EEOC), is designed to investigate allegations made by employees against employers for any range of discrimination: age, sex, national origin, race, color, religion, or disability. If an employee is concerned that they are being discriminated against because of any one of those, they can seek help, show that there was discrimination and hope that because of this they rightfully deserve back pay, reinstatement, and liquidation (EEOC.gov). The case I chose EEOC v. Stack Bros. Mechanical Contractors, INC., is about two employees reaching the age of 62, and the employer, Stack Bros., wrongfully terminated them because of their age. This would be considered age discrimination and it is against the law.

According to the EEOC website, Randy Virta and Karen Kolodzeske, both about to turn 62, were informed by their boss that when they did in fact turn 62 years old, that their job and employment with Stack Bros., would come to an end. Both employees informed their boss that terminating them because of their age was discrimination and illegal. When Virta turned 62 he was terminated, and in retaliation for complaining Kolodzeske, had her hours cut, denied her raise and pay until she turned 62 and then she as well, was terminated (EEOC.gov).

Virta had worked for the company for 16 years and Kolodzeske for 25 years. According to Julianne Bowman an acting director of the EEOC, went on to say this, “The conduct in this case was utterly unacceptable. The experience, expertise and wisdom of older workers are essential to our nation’s ability to complete in the global economy and the ability of those workers to continue to be employed without discrimination is critical to their economic well0being and quality of life. When age discrimination invades the workplace, everybody loses.” (plansponsor.com)

This case was filed in the U.S. District Court for the Western District of Wisconsin in Madison. The EEOC and the plaintiffs are seeking back pay, reinstatement, front pay, and liquidated damages for Virta and Kolodzeske, an order barring future discrimination and retaliation, and other relief (EEOC.gov). The EEOC also notes that the EEOC’s Chicago District Office is also responsible for processing charges of discrimination, administrative enforcement and the conduct of agency litigation in Illinois, Iowa, Minnesota, North Dakota, South Dakota, and Wisconsin, with Area Offices in Milwaukee and Minneapolis (EEOC.gov). The EEOC also notes that the company, Stack Bros., pull an annual revenue of $5 to $10 million dollars.

In conclusion, the Stack Bros., were completely negligent terminating these employees because of their age. Having employees that have been with the company as long as these two, one would hope that as Ms. Bowman stated, would want to keep employees with as much experience as these two individuals had with the company. Having not only the combined experience, these two should be considered assets and not a huge weight that the company lost when terminating them.

The EEOC protects employees from horrible bosses, companies, and colleagues from acting discriminately towards another individual. No one should be terminated or not sought after because of their race, color, age, sex, religion, etc… These regulations are in place for a reason. For me, it helps keep an open playing field for all individuals searching for the employment that they are seeking, raises, and promotions.

**WORKS CITED**

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