



# Maine Human Rights Commission

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## INVESTIGATOR'S REPORT

**MHRC Case No: E16-0054**

January 3, 2018

**Ethan Frasier (Auburn)**

v.

**Paine Products, Inc. (Auburn)**

### **I. Summary of Case:**

Complainant Ethan Frasier alleged that Respondent Paine Products, Inc. a manufacturer of balsam items, retaliated against him by discharging him following a coworker's report to management on his behalf of allegedly unlawful deductions from his pay. Respondent denied retaliation and stated that Complainant was discharged for performance issues. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties, holding an Issues and Resolution Conference ("IRC"), and requesting additional information. Based upon all of this information, the Investigator recommends that the Maine Human Rights Commission ("Commission") find reasonable grounds to believe that Respondent unlawfully retaliated against Complainant for reporting illegal deductions from his paycheck.

### **II. Jurisdictional Data:**

- 1) Dates of alleged discrimination: June 5, 2015.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): February 3, 2016.
- 3) Respondent is subject to the Maine Human Rights Act ("MHRA"), the Maine Whistleblowers' Protection Act ("WPA"), and state employment regulations.
- 4) Complainant is represented by Sonia J. Buck, Esq. Respondent is not represented by counsel.

### **III. Development of Facts:**

- 1) Complainant provided the following in support of his claims:

Complainant noticed discrepancies in his paycheck and discussed them with his girlfriend ("Girlfriend"), who also worked for Respondent. Complainant learned that Respondent deducted time for taking coats off, getting coffee, and going to the bathroom. On behalf of Complainant, Girlfriend told Respondent that Complainant believed the deductions were illegal. Complainant and Girlfriend also contacted a state agency about their concerns in hopes that it would prompt corrective action by