



Maine Human Rights Commission

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INVESTIGATOR'S REPORT

E18-0392-A & B

August 16, 2019

Taryn Gourdouros (Biddeford)

v.

**Chessie Girl, Inc. d.b.a. Merry Maids of Maine (Scarborough) &
Merry Maids¹ (Memphis, TN)**

I. Summary of Case:

Complainant Taryn Gourdouros, who was a cleaner for Respondent Chessie Girl, Inc. d.b.a. Merry Maids of Maine from May 30, 2017 until December 29, 2017, alleged Respondent retaliated against her for engaging in protected activity under the Maine Whistleblowers' Protection Act ("WPA"). Respondent denied retaliating against Complainant and provided that she was discharged for poor work performance and for displaying an inappropriate and detrimental attitude in the workplace. The Investigator conducted a preliminary investigation which included reviewing all of the documents submitted by the parties, a Fact Finding Conference ("FFC"), and a request for additional information from Respondent. Based on this information, the Investigator recommends that the Commission find that there are reasonable grounds to believe that Respondent retaliated against Complainant for engaging in protected activity.

II. Jurisdictional Data:

- 1) Dates of alleged discrimination: December 8, 2017 through December 29, 2017.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): October 11, 2018.
- 3) Respondent has 23 employees and is subject to the Maine Human Rights Act ("MHRA") and the WPA, as well as state employment regulations.
- 4) Complainant is represented by Lisa J. Butler, Esq. Respondent is represented by James G. Spaulding, Esq.

III. Development of Facts:

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

¹ Respondent Merry Maids disputed liability on the grounds that Respondent Chessie Girl d.b.a. Merry Maids of Maine is an independently owned and operated franchise. A review of the records supports this claim as the two businesses do not have interrelated operations or common management; control of labor relations is centralized with Chessie Girl, and Chessie Girl is independently owned. As such, the claim against Merry Maids will not be analyzed further. Merry Maids will be referred to in this report as "Franchisor".