DISMISSAL AND NOTICE OF RIGHTS

To:	Gary Tinney
	660 North Colony
	Meriden CT 06450

From:

Boston Area Office

John F. Kennedy Fed Bldg Government Ctr, Room 475

Boston, MA 02203

		on(s) aggrieved whose identity is (29 CFR §1601.7(a))			
EEOC Charg	e No.	EEOC Representative		Telephone No.	
		Feng K. An,			
523-2010-	00078	Supervisory Investigator		(617) 565-3192	
THE EEO	IS CLOSING ITS FILE	ON THIS CHARGE FOR THE I	OLLOWING REASON:		
	The facts alleged in the ch	arge fail to state a claim under any	of the statutes enforced by the EE	EOC.	
	Your allegations did not inv	volve a disability as defined by the	Americans With Disabilities Act.		
	The Respondent employs	less than the required number of e	mployees or is not otherwise cover	red by the statutes.	
	Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge				
	information obtained estab	owing determination: Based upor lishes violations of the statutes. T made as to any other issues that m	his does not certify that the respo	indent is in compliance with	
	The EEOC has adopted the	e findings of the state or local fair e	mployment practices agency that	investigated this charge.	
X	Other (briefly state)	Dismissed in light of Ricc	i v. DeStefano, 129 S. Ct. 265	8 (2009)	
		- NOTICE OF SUIT	RIGHTS -		

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred <u>more than 2 years (3 years)</u> before you file suit may not be collectible.

Enclosures(s)

Robert L. Sanders, Area Office Director

UL 13 ZUII

(Date Mailed)

cc: INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

c/o Busca Law Firm 300 State Street, Suite 315-316 New London, CT 06320 Attn. Morris Busca, Esq. Thompson & Bishop 2719 Manchester Road Akron, Ohio 44319

of the Commission

	DISMISSAL AND NOTICE OF RIGHTS			
To: Bernard McNeil 36 Windsor Road Hamden, CT 06517			From:	Boston Area Office John F. Kennedy Fed Bldg Government Ctr, Room 475 Boston, MA 02203
	CONFID	If of person(s) aggrieved whose identity is ENTIAL (29 CFR §1601.7(a))		
EEOC Char	ge No.	EEOC Representative		Telephone No.
523-2010-	-00074	Feng K. An, Supervisory Investigator		(647) FCF 2402
		FILE ON THIS CHARGE FOR TH		(617) 565-3192
		n the charge fail to state a claim under		
	Your allegations di	d not involve a disability as defined by	the America	ns With Disabilities Act.
	The Respondent e	mploys less than the required number	of employee	es or is not otherwise covered by the statutes.
	Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alle discrimination to file your charge			
	The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.			s not certify that the respondent is in compliance wit
	The EEOC has add	opted the findings of the state or local fa	air employm	ent practices agency that investigated this charge.
X	Other (briefly state,	Dismissed in light of R	icci v. Des	Stefano, 129 S. Ct. 2658 (2009)
		- NOTICE OF SU	ІТ РІСНТ	'S
		(See the additional information		
Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you you may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)				
alleged EPA	Act (EPA): EPA so A underpayment. T file suit may not l	his means that backpay due for ar	court withir	n 2 years (3 years for willful violations) of the ns that occurred more than 2 years (3 years)
		on behalf o	f the Comm	ission

Enclosures(s)

Robert L. Sanders, Area Office Director JUL 1 3 2011

(Date Mailed)

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS c/o Busca Law Firm

300 State Street, Suite 315-316 New London, CT 06320 Attn. Morris Busca, Fed Thompson & Bishop 2719 Manchester Road Akron, Ohio 44319 Attn. Dennis R. Thompson, Esq.

			DISMISSAL AND NOT	ICE OF	RIGHTS	
Po	ovid Tyson Box 8192 w Haven, CT	06530		From:	Boston Area Off John F. Kenned Government Ctr Boston, MA 0220	y Fed Bldg , Room 475
		On behalf of person(s CONFIDENTIAL (29 (s) aggrieved whose identity is CFR \$1601 7(a))			
EEOC Ch			EOC Representative			Telephone No.
		F	eng K. An,			
523-201	0-00082	S	supervisory Investigator			(617) 565-3192
THE EE	OC IS CLOSI	NG ITS FILE ON	THIS CHARGE FOR THE	FOLLO	WING REASON:	
	The facts al	leged in the charge	e fail to state a claim under ar	ny of the s	tatutes enforced by t	he EEOC.
	Your allegat	tions did not involv	e a disability as defined by th	e America	ans With Disabilities A	Act.
	The Respor	ident employs less	than the required number of	employee	es or is not otherwise	covered by the statutes.
	Your charge discrimination	e was not timely on to file your char	filed with EEOC; in other	words, yo	ou waited too long	after the date(s) of the allege
	information	obtained establish	ng determination: Based up es violations of the statutes. de as to any other issues that	This does	s not certify that the	is unable to conclude that the respondent is in compliance wit been raised by this charge.
						that investigated this charge.
X	Other (briefl	y state)	Dismissed in light of Ric	ci v. DeS	Stefano, 129 S. Ct.	2658 (2009)
			- NOTICE OF SUIT			
Discrimir You may lawsuit m	nation in Emp file a lawsuit a ust be filed <u>W</u>	loyment Act: The gainst the responding the policy in the properties of the propertie	ndent(s) under federal law	of dismiss based o otice: or	sal and of your righ n this charge in fed vour right to sue b	t to sue that we will send you
alleged El	PA underpaym	EPA suits must be ent. This means not be collection	e filed in federal or state co that backpay due for any ble.	ourt within violatio	n 2 years (3 years fins that occurred r	or willful violations) of the more than 2 years (3 years)
			on behalf of t	he Comm	nission NEWA	JUL 1 3 2011
Enclosures	(s)		Robert L. Sar Area Office Di			(Date Mailed)
cc:	NTERNATION	AL ASSOCIATIO	ON OF FIREFIGHTERS		on & Richon	

c/o Busca Law Firm 300 State Street, Suite 315-316 New London, CT 06320 Attn. Morris Busca, Esq.

Thompson & Bishop 2719 Manchester Road Akron, Ohio 44319 Attn. Dennis R. Thompson, Esq.

DISMISSAL AND NOTICE OF RIGHTS

161 7	ney Patterson Thomas Street den, CT 06514		From:	Boston Area Office John F. Kennedy Fe Government Ctr, Ro Boston, MA 02203	ed Bldg
	On behalf of pe	erson(s) aggrieved whose identity is AL (29 CFR §1601.7(a))			
EEOC Charg		EEOC Representative			Telephone No.
		Feng K. An,			
523-2010-	00076	Supervisory Investigator			(617) 565-3192
THE EEO	IS CLOSING ITS FIL	E ON THIS CHARGE FOR THE	FOLLO	WING REASON:	
	The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.			EEOC.	
	Your allegations did not involve a disability as defined by the Americans With Disabilities Act.				
	The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.				ered by the statutes.
	Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleg discrimination to file your charge				r the date(s) of the allege
	The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.				
	The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge			4	
Х	Other (briefly state)	Dismissed in light of Rice	ci v. DeS	Stefano, 129 S. Ct. 26	58 (2009)
		- NOTICE OF SUIT	RIGHT	S -	

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

. Sanders

JUL 1 3 2011

(Date Mailed)

Enclosures(s)

Area Office Director

CC: INTERNATIONAL ASSOCIATION OF FIREFIGHTERS c/o Busca Law Firm 300 State Street, Suite 315-316

New London, CT 06320

Attn. Morris Busca Fsg.

2719 Manchester Road Akron, Ohio 44319

Thompson & Bishop

of the Commission

DISMISSAL AND NOTICE OF RIGHTS

159 (la Cohens Clifton Street Haven, CT 06513	From:	Boston Area Offic John F. Kennedy I Government Ctr, F Boston, MA 02203	Fed Bldg Room 475
	On behalf of person(s) aggrieved whose iden CONFIDENTIAL (29 CFR §1601.7(a))	tity is		
EEOC Charg	ge No. EEOC Representative			Telephone No.
	Feng K. An,			
523-2010-				(617) 565-3192
THE EEO	C IS CLOSING ITS FILE ON THIS CHARGE FO	OR THE FOLLO	WING REASON:	
	The facts alleged in the charge fail to state a claim	under any of the	statutes enforced by the	EEOC.
	Your allegations did not involve a disability as defin	ed by the America	ans With Disabilities Ac	
	The Respondent employs less than the required nu	mber of employed	es or is not otherwise co	overed by the statutes.
	Your charge was not timely filed with EEOC; in discrimination to file your charge	other words, y	ou waited too long af	ter the date(s) of the allege
	The EEOC issues the following determination: B information obtained establishes violations of the s the statutes. No finding is made as to any other iss	tatutes. This doe	s not certify that the re	spondent is in compliance wit
	The EEOC has adopted the findings of the state or	local fair employn	nent practices agency th	nat investigated this charge.
X	Other (briefly state) Dismissed in ligh	t of <i>Ricci v. De</i>	Stefano, 129 S. Ct. 2	2658 (2009)
	- NOTICE O	F SUIT RIGHT		
Discrimina You may fil lawsuit mus	ne Americans with Disabilities Act, the Genetation in Employment Act: This will be the only le a lawsuit against the respondent(s) under fedest be filed WITHIN 90 DAYS of your receipt out time limit for filing suit based on a claim under state.	notice of dismis eral law based of f this notice; o	sal and of your right on this charge in fede r your right to sue bas	to sue that we will send you ral or state court. Your
alleged EP/	Act (EPA): EPA suits must be filed in federal or A underpayment. This means that backpay due if file suit may not be collectible.	state court withi	n 2 years (3 years for ons that occurred <u>m</u>	willful violations) of the ore than 2 years (3 years)
Enclosures(s		ehall of the Comm	nission	JUL 1 3 2011
Enclosures(s	Rober	t L. Sanders, Office Director		(Date Mailed)
cc: IN	TERNATIONAL ASSOCIATION OF FIREFIGHT		son & Bishop	

c/o Busca Law Firm 300 State Street, Suite 315-316 New London, CT 06320 Attn. Morris Busca, Esg. 2719 Manchester Road Akron, Ohio 44319 Attn. Dennis R. Thompson, Esq.

300 State Street, Suite 315-316

New London, CT 06320

Attn. Morris Busca, Esq.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

	47 Trun	y Wells nan Street ven, CT 06519		From:	Boston Area Offic John F. Kennedy Government Ctr, I Boston, MA 02203	Fed Bldg Room 475
			person(s) aggrieved whose identity is TIAL (29 CFR §1601.7(a))			
EEOC	Charge N	0.	EEOC Representative			Telephone No.
523-2	2010-000	184	Feng K. An,			(047) 505 0400
			Supervisory Investigator LE ON THIS CHARGE FOR THI	FFOLLO	MINO DE ACON-	(617) 565-3192
			e charge fail to state a claim under a			EEOC
_						
L	Y	our allegations did no	ot involve a disability as defined by the	ne America	ns With Disabilities Ac	t.
		he Respondent empl	oys less than the required number of	f employee	s or is not otherwise co	overed by the statutes.
	Y	our charge was not scrimination to file yo	t timely filed with EEOC; in other our charge	words, yo	ou waited too long at	ter the date(s) of the alleged
	in	formation obtained e	e following determination: Based upstablishes violations of the statutes. g is made as to any other issues that	This does	s not certify that the re	spondent is in compliance with
	Т	ne EEOC has adopte	d the findings of the state or local fai	r employm	ent practices agency to	nat investigated this charge.
>	0	ther (briefly state)	Dismissed in light of Ric	cci v. DeS	Stefano, 129 S. Ct. 2	2658 (2009)
			- NOTICE OF SUI			
You ma lawsuit	mination ay file a must b	n in Employment lawsuit against the e filed <u>WITHIN 90</u>	sabilities Act, the Genetic Info Act: This will be the only notice e respondent(s) under federal law DAYS of your receipt of this is ased on a claim under state law	of dismiss v based o notice; or	al and of your right n this charge in fede your right to sue bas	to sue that we will send you ral or state court. Your
alleged	EPA ur	(EPA): EPA suits derpayment. This suit may not be d	must be filed in federal or state of means that backpay due for any collectible.	ourt withir y violatio	n 2 years (3 years for ns that occurred <u>m</u>	willful violations) of the ore than 2 years (3 years)
	Synta		behalf of	the Comp	ission	JUL 1 3 2011
Enclosu	ires(s)		Robert L. Sa Area Office D			(Date Mailed)
cc:		RNATIONAL ASSO	CIATION OF FIREFIGHTERS	Thomps	son & Bishop anchester Road	

Akron, Ohio 44319

		DISMISSAL AND NOT	CE OF	RIGHTS	
62 T	ony Reese reat Street t Haven, CT 06516		From:	Boston Area Off John F. Kennedy Government Ctr, Boston, MA 0220	y Fed Bldg , Room 475
		son(s) aggrieved whose identity is (29 CFR §1601.7(a))			
EEOC Charg	ge No.	EEOC Representative			Telephone No.
		Feng K. An,			
523-2010-		Supervisory Investigator			(617) 565-3192
THE EEO	C IS CLOSING ITS FILE	ON THIS CHARGE FOR THE	FOLLO	WING REASON:	
	The facts alleged in the c	harge fail to state a claim under any	of the s	tatutes enforced by the	he EEOC.
	Your allegations did not in	nvolve a disability as defined by the	America	ıns With Disabilities A	Act.
	The Respondent employs	less than the required number of e	mployee	s or is not otherwise	covered by the statutes.
	Your charge was not tirdiscrimination to file your	nely filed with EEOC; in other wicharge	ords, yo	ou waited too long	after the date(s) of the allege
	The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliant the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge				respondent is in compliance wi
	The EEOC has adopted the	ne findings of the state or local fair	employm	ent practices agency	that investigated this charge.
X	Other (briefly state)	Dismissed in light of Ricc	i v. Des	Stefano, 129 S. Ct.	. 2658 (2009)
		- NOTICE OF SUIT (See the additional information at			
You may file lawsuit mus	tion in Employment Ac e a lawsuit against the re st be filed <u>WITHIN 90 D</u>	t: This will be the only notice of spondent(s) under federal law be a federal law material la	dismiss based o otice; or	sal and of your righ on this charge in fec r your right to sue b	t to sue that we will send yo deral or state court. Your
alleged EPA	Act (EPA): EPA suits mu a underpayment. This me file suit may not be coll	ust be filed in federal or state con eans that backpay due for any lectible.	urt within violatio	n 2 years (3 years fins that occurred i	or willful violations) of the more than 2 years (3 years
		On behalf of th	e Comm	ission	JUL 1 3 2011

Area Office Director INTERNATIONAL ASSOCIATION OF FIREFIGHTERS CC:

Thompson & Bishop

Robert L. Sanders.

(Date Mailed)

2719 Manchester Road

c/o Busca Law Firm 300 State Street, Suite 315-316 New London, CT 06320

Attn Morris Rusca Fed

Enclosures(s)

Akron, Ohio 44319 Attn. Dennis R. Thompson, Esq.

DISMISSAL AND NOTICE OF RIGHTS

Michael Neal 61 Brownell Street New Haven, CT 06511		From:	Boston Area Office John F. Kennedy Fed Bldg Government Ctr, Room 475 Boston, MA 02203		
		rson(s) aggrieved whose identity is L (29 CFR §1601.7(a))			
EEOC Charg	e No.	EEOC Representative		Telephone No.	
		Feng K. An,			
523-2010-		Supervisory Investigator		(617) 565-3192	
THE EEO	C IS CLOSING ITS FILE	ON THIS CHARGE FOR THE	FOLLO	WING REASON:	
	The facts alleged in the o	charge fail to state a claim under an	y of the s	tatutes enforced by the EEOC.	
	Your allegations did not i	nvolve a disability as defined by the	America	ns With Disabilities Act.	
	The Respondent employ	s less than the required number of	employee	s or is not otherwise covered by the statutes.	
	Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the all discrimination to file your charge				
	The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.				
	The EEOC has adopted	the findings of the state or local fair	employm	ent practices agency that investigated this charge.	
X	Other (briefly state)	Dismissed in light of Rice	ci v. Des	Stefano, 129 S. Ct. 2658 (2009)	
		- NOTICE OF SUIT (See the additional information a			
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alleged EPA		eans that backpay due for any		n 2 years (3 years for willful violations) of the ns that occurred more than 2 years (3 years	
		n behalf of t	he Comm	JUL 13 2011	

Robert L. Sanders,

Area Office Director

CC: INTERNATIONAL ASSOCIATION OF FIREFIGHTERS C/O Busca Law Firm

300 State Street, Suite 315-316 New London, CT 06320

Attn. Morris Busca, Esq.

Enclosures(s)

Thompson & Bishop 2719 Manchester Road Akron, Ohio 44319 Attn. Dennis R. Thompson, Esq. (Date Mailed)

U.S. JAL EMPLOYMENT C. PORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

10:	Curtis Tolson
	69 Webster Street #317
	New Haven, CT 06511

From: **Boston Area Office** John F. Kennedy Fed Bldg Government Ctr, Room 475 Boston, MA 02203

	On behalf of pers CONFIDENTIAL	son(s) aggrieved whose identity is (29 CFR §1601.7(a))	
EEOC Char	ge No.	EEOC Representative	Telephone No.
		Feng K. An,	•
523-2010-		Supervisory Investigator	(617) 565-3192
THE EEO	C IS CLOSING ITS FILE	ON THIS CHARGE FOR THE FOLLOWING F	REASON:
	The facts alleged in the ch	narge fail to state a claim under any of the statutes e	enforced by the EEOC.
	Your allegations did not in	volve a disability as defined by the Americans With	Disabilities Act.
	The Respondent employs	less than the required number of employees or is n	ot otherwise covered by the statutes.
	Your charge was not tin discrimination to file your of	nely filed with EEOC; in other words, you waite	d too long after the date(s) of the alleged
	miorination obtained estat	lowing determination: Based upon its investigatio plishes violations of the statutes. This does not cer made as to any other issues that might be construe	tifu that the respondent is in sempliance with
		e findings of the state or local fair employment pract	
X	Other (briefly state)	Dismissed in light of Ricci v. DeStefano	A. A
		- NOTICE OF SUIT RIGHTS -	

(See the additional information attached to this form.)

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halfof the Commission JUL 1 3 2011

Robert L. Sanders Area Office Director

(Date Mailed)

CC:

Enclosures(s)

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS c/o Busca Law Firm

2719 Manchester Road Akron, Ohio 44319

Thompson & Bishop

300 State Street, Suite 315-316 New London, CT 06320 Attn. Morris Busca Fsg.