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BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS

ALASKA STATE COMMISSION FOR)
HUMAN RIGHTS, PAULA M.)
HALEY, EXECUTIVE DIRECTOR,)
ex rel. NAZARY J. BUTERIN, JR.)

Complainant,)

v.)

ASCHR No. J-07-062

ANCHORAGE PLUMBING)
AND HEATING,)

Respondent.)

ACCUSATION

Complainant, Paula M. Haley, Executive Director of the Alaska State Commission for Human Rights, ex rel. Nazary J. Buterin, Jr., submits the following Accusation against Respondent Anchorage Plumbing and Heating.

1. Nazary J. Buterin, Jr. is a person aggrieved by discriminatory conduct prohibited by AS 18.80.220 as explained below.

2. Respondent, Anchorage Plumbing & Heating, Inc., is (and was, at all times relevant to this accusation) an employer within the meaning of AS 18.80.300(5).

3. On information and belief, Gerald Brawn was employed by Respondent as a manger at all times relevant to this accusation.

4. Respondent employed Mr. Buterin as an apprentice plumber between June 29, 2006, and April 25, 2007.

1 1. That the Commission issue an order declaring that Respondent
2 violated AS 18.80.220(a)(4) by terminating Mr. Buterin's employment in retaliation
3 for complaining about discrimination.
4

5 2. That the Commission issue an order directing Respondent to provide
6 "back pay" in the amount of wages and benefits Mr. Buterin would have been paid
7 by Respondent had he continued to work for Respondent, minus the wages Mr.
8 Buterin earned from other sources to replace this income, plus interest at the
9 applicable legal rate, from April 25, 2007, the date of retaliation, until the date of the
10 Commission order.
11

12 3. That the Commission issue an order directing Respondent to reinstate
13 Mr. Buterin to his former position, with the appropriate wage and with all of the
14 other benefits and privileges of employment that would accrue to an employee in Mr.
15 Buterin's position based on his original date of hire.
16

17 4. That the Commission issue an order directing Respondent to provide
18 "front pay" to complainant for the period beginning with the date of the Commission's
19 decision to the date Respondent reinstates Mr. Buterin in accordance with the preceding
20 paragraph.
21

22 5. That the Commission issue an order directing Respondent to adopt
23 and disseminate a policy of nondiscrimination under the Alaska Human Rights Law
24
25

26
27 ACCUSATION

28 *ASCHR, Paula M. Haley, Executive Director, ex rel. Nazary J. Buterin, Jr. v.
Anchorage Plumbing & Heating, ASCHR No. J-07-062*

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that includes, but is not limited to, a policy prohibiting retaliation.

6. That the Commission issue an order directing Respondent to obtain training of its managers and supervisors on the provisions of the Alaska Human Rights Law, with specific emphasis on the provisions prohibiting retaliation.

Dated this 8th day of September 2009 at Anchorage, Alaska.

ALASKA STATE COMMISSION
FOR HUMAN RIGHTS

By: _____ /s/

Stephen Koteff
Human Rights Advocate
Alaska Bar No. 9407070

ACCUSATION

ASCHR, Paula M. Haley, Executive Director, ex rel. Nazary J. Buterin, Jr. v. Anchorage Plumbing & Heating, ASCHR No. J-07-062