

7-25-02

CITY OF ST. PETERSBURG  
COMMUNITY AFFAIRS DEPARTMENT  
HUMAN RELATIONS DIVISION

FILED  
02 DEC -2 PH 1:24

AT

DIVISION OF  
ADMINISTRATIVE  
HEARINGS  
02-0234

\_\_\_\_\_  
DENA WEVER,  
Charging Party,  
  
v.  
  
TEL-PART, INC.,  
Respondent.  
\_\_\_\_\_

CASE NUMBER: PCD098210  
EEOC NUMBER: 15G980256

WRP-CLOS

FINAL ORDER OF DISMISSAL

This matter having come before Administrative Law Judge, William R. Pfeiffer, it has been determined that:


1. On July 9, 2001, the Human Relations Officer found that Reasonable Cause existed to believe that a violation did occur.
2. Conciliation efforts conducted pursuant to Chapter 15 of the St. Petersburg City Code, as amended, were unsuccessful and a Complaint was issued and assigned to an Administrative Law Judge.
3. The matter was heard by the Administrative Law Judge who issued a Recommended Adjudicative Order on July 25, 2002, recommending that:

The Complaint be Dismissed based on the following:

- A. The Charging Party has not shown that she is substantially limited in any major life activity, therefore, she has not demonstrated that she is Disabled as defined by the ADA;
- B. The Charging Party has failed to show that placing labels on outgoing shipments is an essential function of her position as Office Manager; and

- C. The Respondent restructured the organizational responsibilities of placing labels on boxes, therefore, the Charging Party did not demonstrate that the Respondent did not accommodate for her alleged disability.
4. Neither the Charging Party nor the Respondent having demanded a Review of the Recommended Adjudicative Order within thirty (30) days of issuance, the Administrative Law Judge's Order is hereby adopted and incorporated herein.

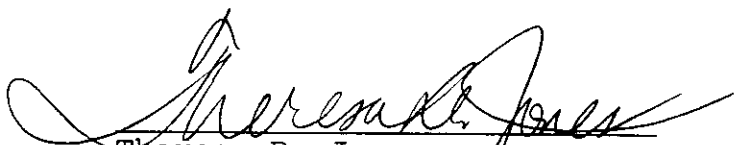
IT IS THEREFORE ORDERED THAT THIS MATTER IS HEREBY DISMISSED.

  
\_\_\_\_\_  
J.E. Wilkinson, Chairperson  
Human Relations Review Board

  
\_\_\_\_\_  
Date

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing has been furnished by Certified Mail to the Charging Party, Dena Wever, 2913 Englewood Dr., Largo, FL 33771-1860 and the Respondent, Tel-Part, Inc. c/o Menachem Roth, Vice President, 9190 Ulmerton Rd., Largo, FL 33771, with copies to any Designated Representatives on this 27 day of November, 2002.

  
\_\_\_\_\_  
Theresa D. Jones  
Acting Human Relations Officer

cc: File  
William R. Pfeiffer, Administrative Law Judge

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