

Interviewing a Potential Grievant

Age Discrimination

Grievant: Kelly O'Sullivan

"Hey, (name of the steward). I've got a beef. My supervisor has it in for me because of my age."

Additional facts that the employee uses but only in response to specific questions. *Volunteer nothing.*

I'm 55 years old. I've been working as an equipment operator for the Army Corps of Engineers for 25 years and have been a union member the entire time.

Much of my work is light to medium duty. But sometimes I have to lift or move heavy things. I used to be able to do that pretty well. But over the years the work takes a toll on your body. Now I have the younger workers do the heavy stuff. Twice I had back injuries that involved workers comp. I don't want to have that happen again.

Most of the workers they are hiring now for these jobs are in their twenties. There's only one other worker around my age who's 50.

Sometimes the younger workers poke fun at us. Its good natured fun, I know they don't mean anything. But I don't like it when the boss does it. Sometimes the Supervisor calls us names like Pops or Grandma. That's annoying enough. But the last Friday, someone told me he heard the Supervisor talking to the head of the Maintenance Department saying how we need to get some of these old workers to retire and make room for young blood. The same day, while I was taking a break after moving some heavy boxes, the Supervisor jumped on me, telling me if I can't keep up he'll find someone who can.

Today, the Supervisor promotes a young guy (age 30) with just 5 years on the job for a position I applied for. I've worked hard for the government and there's still a lot of work I can do. They need to give me a break!

