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June 6, 2019

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1914 – 1999

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Marlene H. Dortch, Secretary
Office of the Secretary
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

**Re: AAA Northeast
FCC Form 395 Annual Employment Report
Docket No. WC 16-233
Request for Confidential Treatment**

Dear Ms. Salas:

On behalf of AAA Northeast, we are submitting herewith its Form 395 Annual Employment Report together with a request for confidential treatment pursuant to Section 0.459 of the Commission's Rules.

In accordance with the Commission's instructions for the Form 395, a redacted version of the Form 395 and associated documentation has been filed in the Commission's Electronic Filing System in Docket WC 16-233.

In accordance with Section 1.12 of the Commission's Rules, please direct any questions or correspondence regarding this filing to our office.

Sincerely yours,



Richard D. Rubino
Counsel for AAA Northeast

Attachment

AAA Northeast
FCC Form 395 Common Carrier Annual Employment Report
Request for Confidentiality under 47 C.F.R. 0.459

AAA Northeast ("Filer") hereby requests confidential treatment of certain portions of its response to the Annual Report of Discrimination Complaints (Section VI of its Form 395 filing) ("Discrimination Complaint Report") pursuant to Section 0.459 of the Commission's Rules.

In support hereof, Filer submits the following:

1. Filer requests that portions of its Discrimination Report and associated records be given confidential treatment and be withheld from public inspection.
2. Filer's Form 395 Common Carrier Annual Employment Report, which includes the Discrimination Report, is submitted in compliance with Sections 1.815 and 22.321 of the Commission's Rules.
3. The Discrimination Complaint Report contains privileged information derived from Filer's internal records regarding personnel and events.
4. All of the employment complaints filed at the state level were also filed with the US Equal Employment Opportunity Commission ("EEOC"). Pursuant to statute, the EEOC may share certain information with the charging party and the respondent. However, by law, it is required to keep charge information confidential and may not disclose information related to a charge to the public.
5. Where Filer has settled cases, those settlement agreements include non-disclosure/confidentiality provisions which limit prevent public disclosure of information.
6. Keeping the requested information confidential will protect the parties to those actions, and in particular, the employee making the charge.

For the forgoing reasons, Filer respectfully requests that the relevant portions of its Discrimination Complaint Report and related materials be awarded confidential treatment and be withheld from public inspection.

In the event that the Commission proposes to make this document public, it is respectfully requested Filer and its counsel be notified of such action in accordance with Section 0.459(g) of the Commission's Rules and that such materials be kept confidential pending the filing of an application for review.

FCC 395

FEDERAL COMMUNICATIONS COMMISSION
Washington, DC 20564Approved by OMB
3080-0076
Est. time per response:
1 hour

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

(Please read instructions before completing and for Notice regarding public burden.)

SECTION I - General Information

1. Name and Mailing Address of Respondent

AAA Northeast
110 Royal Little Drive
Providence, RI 02904☒ Check here if this
is a change of
address.

2. Year Report Filed

2019

3. Reporting Period (Ending Date of Pay
Period Covered by Report)

3/16/2019

4. Number of Full-Time Employees during Selected
Reporting Period (check one):
a. ☐ Fewer than 16 (complete Sections I, IV, and V only)
b. ☒ 16 or more (complete all sections)

SECTION II - Full-Time Employees

Number of Employees
(Report employees in only one category)

Race/Ethnicity

Not Hispanic or Latino

Male

Female

Total
Columns
A - N

Number of Employees (Report employees in only one category)																
Race/Ethnicity																
Job Categories	Hispanic or Latino		Not-Hispanic or Latino											Total Columns A - N		
			Male					Female								
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native		Two or more races	
Executive/Senior Level Officials and Managers	1.1	0	0	9	0	0	0	0	0	3	0	0	0	0	0	12
First/Mid-Level Officials and Managers	1.2	15	28	193	23	0	3	1	1	253	29	0	6	1	5	558
Professionals	2	4	7	90	7	0	7	0	1	77	4	0	3	0	2	202
Technicians	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	4	6	18	40	3	0	2	0	0	165	7	1	2	1	3	248
Administrative Support Workers	5	42	131	164	63	0	7	3	10	503	148	0	6	7	32	1,116
Craft Workers	6	128	5	239	109	1	5	2	16	8	5	0	0	0	2	520
Operatives	7	0	0	9	0	0	0	0	0	4	0	0	0	0	0	13
Laborers and Helpers	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	9	3	0	7	0	0	0	0	1	0	0	0	0	0	0	11
TOTAL	10	198	189	751	205	1	24	6	29	1,013	193	1	17	9	44	2,680
PREVIOUS YEAR TOTAL	11															0

SECTION III - Part-Time Employees.


Job Categories	Number of Employees (Report employees in only one category)																	
	Race/Ethnicity																	
	Hispanic or Latino		Not-Hispanic or Latino															Total Columns A - N
			Male								Female							
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races				
A	B	C	D	E	F	G	H	I	J	K	L	M	N					
Executive/Senior Level Officials and Managers	1.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
First/Mid-Level Officials and Managers	1.2	0	1	1	0	0	0	1	2	0	0	0	0	0	5			
Professionals	2	0	0	2	0	0	0	5	0	0	0	0	0	0	7			
Technicians	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Sales Workers	4	0	0	1	0	0	0	23	1	0	1	0	0	0	26			
Administrative Support Workers	5	11	30	32	10	0	1	149	37	2	1	2	10	291				
Craft Workers	6	3	2	15	18	0	0	0	0	0	0	0	0	41				
Operatives	7	0	0	40	1	0	2	15	0	0	0	1	0	59				
Laborers and Helpers	8	0	0	0	0	0	0	0	0	0	0	0	0	0				
Service Workers	9	0	0	5	0	0	0	0	0	0	0	0	0	5				
TOTAL	10	14	33	96	29	0	3	193	40	2	2	2	3	10	434			
PREVIOUS YEAR TOTAL	11													0				

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.85, 80.168, 101.4, and 101.311.

☐ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.
☒ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company.
 (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.)

SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	Typed or Printed Name of Person Signing	Signature	Telephone No.
06/06/2019	Lily Aguilar		(401) 868-2085
Title of Person Signing		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).	
HRIS Specialist			

Matter Full Name	Date Commenced	Matter Closed Date	Status	Matter Description	Agency or Court	Docket or Claim #
James Dugan Jr vs. AAA North Jersey et al.	12/30/2018	open	mediation scheduled for September 2019	Disability, Retaliation NJLAD	Superior Ct of NJ, Passaic County	PAS-L-003977-17
Shanique Wells vs. AAA North Jersey et al.	9/22/2016	11/28/18	Dismissed on summary judgment motion- filed	Gender Discrimination Harassment NJLAD	Superior Ct of NJ, Passaic County	PAS-L-003338-16
	6/8/2018	5/9/2019	Closed- resolved		RI Commission on Human Rights	
	12/19/2018	3/22/2019	Closed- resolved		EEOC -Buffalo Office	
	6/28/2018	2/13/2019	Closed- resolved		NYS Division Human Rights	

Redacted for confidentiality - EEOC/ Div of Human Rights cases are confidential and/or subject to non-disclosure provision in the settlement documents.