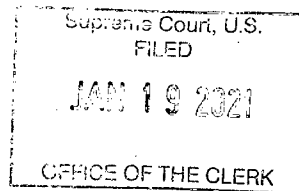


No. 20-7595

ORIGINAL



IN THE  
SUPREME COURT OF THE UNITED STATES  
RANDY T. THOMAS - PETITIONER

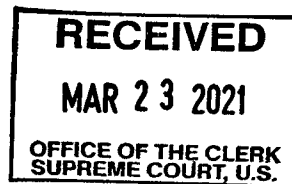
VS.

PETERSBURG UTILITY LINES WATER DEPARTMENT:  
STEVE STANSON SUPERVISOR, MRS. JARMON (RETIRED) HEAD OF RISK  
DEPARTMENT; KIMBERLY ROBERTSON, HUMAN RESOURCES DEPARTMENT  
(RESPONDENTS)

AND

ANTHONY WILLIAMS, PETERSBURG CITY ATTORNEY (RESPONDENT)  
JIM REED, PETERSBURG FIRE DEPARTMENT (RESPONDENT)  
SGT HALL, PETERSBURG POLICE FORCE (RESPONDENT)

PETITION FOR WRIT OF CERTIORARI  
TO  
UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF VIRGINIA,  
RICHMOND



RANDY T. THOMAS

417 BRYNE STREET

PETERSBURG, VA 23803

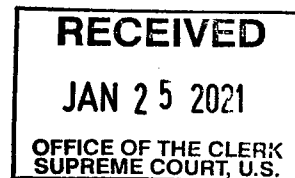
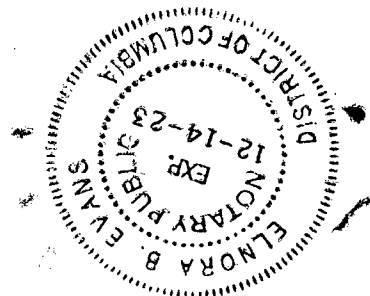
(804) 919-1556

District of Columbia: SS

Subscribed and sworn to before me, in my presence,  
this 19 day of January, 2021

Elnora B. Evans, Notary Public, D.C.

My commission expires December 14, 2023.



No. \_\_\_\_\_

IN THE  
SUPREME COURT OF THE UNITED STATES  
RANDY T. THOMAS – PETITIONER

VS.

PETERSBURG UTILITY LINES WATER DEPARTMENT:  
STEVE STANSON SUPERVISOR, MRS. JARMON (RETIRED) HEAD OF RISK  
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SGT HALL, PETERSBURG POLICE FORCE (RESPONDENT)

**MOTION FOR LEAVE TO PROCEED IN *FORMA PAUPERIS***

The petitioner asks leave to file the attached petition for a writ of certiorari without prepayment of costs and to proceed in forma pauperis.

Please check the appropriate boxes:

✓ Petitioner has previously been granted leave to proceed in *forma pauperis* in the following court(s): United States District Court for the Eastern District of Virginia, at Richmond. Henry E. Hudson, Senior District Judge. (3:19-cv-00162-HEH)

**QUESTIONS PRESENTED**

The Petitioner asks the court to decide if the Petitioner's protections under the provisions of the Family and Medical Leave Act (FMLA) where violated by Petersburg Utility Lines Water Department in its determination to terminate the Petitioner's employment, without due process, during the timeframe that is substantiated by documented and approved FMLA leave request based on disability.

**LIST OF PARTIES**

✓ All parties appear in the caption of the case on the cover page.

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## INDEX OF APPENDICES

<b>APPENDIX A:</b>	<b>Notice of Judgment from the United States District Court for the Eastern District Of Virginia, at Richmond</b>
<b>APPENDIX B:</b>	<b>Order to Extend filing of Writ of Certiorari, dated March 19, 2020</b>
<b>APPENDIX C:</b>	<b>Proof of Service</b>
<b>APPENDIX D:</b>	<b>Family and Medical Leave Act documents Letter from attending physician</b>
<b>APPENDIX E:</b>	<b>Letter of Termination, dated March 13, 2017</b>

No. \_\_\_\_\_  
\_\_\_\_\_

**IN THE  
SUPREME COURT OF THE UNITED STATES  
PETITION FOR WRIT OF CERTIORARI  
RANDY T. THOMAS – PETITIONER**

**OPINIONS BELOW**

The opinion of the United States District Court for the Eastern District of Virginia, at Richmond, appears at Appendix \_\_\_\_ to the petition and is

√ Is UNPUBLISHED.

**JURISDICTION**

The date on which the highest state court decided my case was August 24, 2020. A copy of that decision appears at **Appendix A.**

An extension of time to file the petition for a writ of certiorari was granted to and included **Thursday March 19, 2020 Appendix B.**

**CONSTITUTIONAL AND STATUTORY PROVISIONS INVOLVED**

Title VII of Civil Rights Act of 1964, as amended  
Americans with Disabilities Act of 1990  
Age Discrimination in Employment Act of 1967  
Family and Medical Leave Act

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IN THE  
SUPREME COURT OF THE UNITED STATES  
PETITION FOR WRIT OF CERTIORARI  
RANDY T. THOMAS – PETITIONER

**STATEMENT OF THE CASE**

I, Randy Thomas appeal to the Court to grant me a Writ of Certiorari to hear my case against the Petersburg Utility Lines Water Department and the employees of that organization, in its wrongful termination of my employment, while I was on an approved Family and Medical Leave Act (FMLA) with medial documentation to support my leave of absence.

I was employed with the Petersburg Utility Lines Water Department from January 14, 2000, until March 13, 2017. I was terminated on March 13, 2017 after 17 years of employment with that organization. I was on approved for FMLA leave with medical documentation to support the approved leave for the timeframe from January 18, 2017 through April 18, 2017. My termination date of March 13, 2017 falls within the timeframe of my FMLA leave and is the basis for my claim of wrongful termination.

The employees of Petersburg Utility Lines Water Department are also liable for retaliation against me since I was prevented from participation in the administrative process of review conducted by the names of all the Respondents in this petition that rendered the decision to terminate my employment.

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IN THE  
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**REASONS FOR GRANTING THE PETITION**

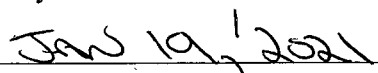
I believe my petition for a Writ of Certiorari should be granted because I was wrongfully terminated by the Petersburg Utility Lines Water Department from a position I held for 17 years while on approved leave under the Family Medical Leave Act (FMLA), this approved leave is supported by medical documentation. I also believe the decision by my former employer to eliminate my participation in the administrative appeal process to terminate me was an act of retaliation based on retaliation that resulted in my termination.

**CONCLUSION**

In conclusion I request a remedy of backpay owed me and compensatory damages for being illegally and wrongfully terminated by the Petersburg Utility Lines Water Department.

Respectfully,

  
\_\_\_\_\_  
Randy T. Thomas

  
\_\_\_\_\_  
Date