

22-6635  
No. \_\_\_\_\_

\_\_\_\_\_  
IN THE  
SUPREME COURT OF THE UNITED STATES  
\_\_\_\_\_

Adrian Weatherpoon — PETITIONER  
(Your Name)

vs.

Amazon — RESPONDENT(S)

ON PETITION FOR A WRIT OF CERTIORARI TO

The Supreme Court of Jackson TN  
(NAME OF COURT THAT LAST RULED ON MERITS OF YOUR CASE)

PETITION FOR WRIT OF CERTIORARI

Adrian Weatherpoon  
(Your Name)

P.O. Box 34974  
(Address)

Memphis TN 38134  
(City, State, Zip Code)

901-304-0186  
(Phone Number)

**THE SUPREME COURT OF THE UNITED STATES**

**WASHINGTON DC**

**Questions Presented**

1. The question here to start with, is what type of job performance did Mr. Weatherspoon have with Amazon Fulfillment Center?
2. Did Amazon have a set bonus of \$3000.00 that was supposed to be given to their employees after 90 days of work service with their company?
3. Was the amount of \$1000.00 the whole dollar amount of \$3000.00 equal to the total of \$3000.00?
4. Does this mean that they decided that to only give Mr Adrian Weatherspoon \$1000.00 is sufficient enough to equal the contract hiring bonus amount of \$3000.00 even after his 90 day commitment to Amazon?
5. Should Mr. Adrian Weatherspoon be asked to give up his password even though he was made aware of that the Amazon password is for his personal account with Amazon and shouldn't be shared with anyone?
6. Should Mr. Adrian Weatherspoon be terminated due to the fact a statement was made that he is not able to do company related duties even though he has made his way with good task completion?
7. Overall when you look at Mr Weatherspoon's job performance could you say he was not an employee that did not follow procedure?
8. Was the position that Mr. Adrian Weatherspoon a permanent full-time position not for hire though a temporary position?
9. Was Amazon's training procedure in its best formatted needs to direct the New hires on the centered path involved with Amazon's expectations?
10. Did the lower courts handle a contempt of court in the court procedure format for handling cases of this nature to give a good court merit in this case?

1  
LIST OF PARTIES

[X] All parties appear in the caption of the case on the cover page.

(1) Adrian Weatherspoon

(2) Amazon

[ ] All parties **do not** appear in the caption of the case on the cover page. A list of all parties to the proceeding in the court whose judgment is the subject of this petition is as follows:

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IN THE  
SUPREME COURT OF THE UNITED STATES  
PETITION FOR WRIT OF CERTIORARI

Petitioner respectfully prays that a writ of certiorari issue to review the judgment below.

OPINIONS BELOW

☐ For cases from federal courts:

The opinion of the United States court of appeals appears at Appendix to the petition and is

☐ reported at ; or, ☐ has been designated for publication but is not yet reported; or, ☐ is unpublished.

The opinion of the United States district court appears at Appendix to the petition and is

☐ reported at ; or, ☐ has been designated for publication but is not yet reported; or, ☐ is unpublished.

☐ For cases from state courts:

The opinion of the highest state court to review the merits appears at Appendix US Supreme Court of Jackson TN to the petition and is

☒ reported at ; or, General Session Court Memphis TN

☐ has been designated for publication but is not yet reported; or,

☒ is unpublished.

The opinion of the court appears at Appendix to the petition and is

☒ reported at ; or,

☐ has been designated for publication but is not yet reported; or,

☐ is unpublished.

IN THE SUPREME COURT OF  
WASHINGTON DC

**JURISDICTION**

☐ For cases from **federal courts:**

The date on which the United States Court of Appeals decided my case was .

☐ No petition for rehearing was timely filed in my case.

☐ A timely petition for rehearing was denied by the United States Court of Appeals on the following date: , and a copy of the order denying rehearing appears at Appendix .

☐ An extension of time to file the petition for a writ of certiorari was granted to and including (date) on (date) in Application No. A .

The jurisdiction of this Court is invoked under 28 U. S. C. § 1254(1).

☒ For cases **from state courts:**

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

☐ A timely petition for rehearing was thereafter denied on the following date: , and a copy of the order denying rehearing appears at Appendix .

☐ An extension of time to file the petition for a writ of certiorari was granted to and including (date) on (date) in Application No. A .

The jurisdiction of this Court is invoked under 28 U. S. C. § 1257(a).

IN THE SUPREME COURT OF THE UNITED STATES

CONSTITUTIONAL AND STATUTORY PROVISIONS INVOLVED

UNLAWFUL EMPLOYMENT PRACTICES

SEC. 2000e-2. [Section 703]

Employer practices

(a) It shall be an unlawful employment practice for an employer -

(b) (1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin;  
Defamation of work ethics as an employee.

or

(c) (2) To limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.

d) Training programs

It shall be an unlawful employment practice for any employer, labor organization, or joint labor--management committee controlling apprenticeship or other training or retraining, including on--the--job training programs to discriminate against any individual because of his race, color, religion, sex, defamation of work characteristics or national origin in admission to, or employment in, any program established to provide apprenticeship or other training.

(l) Prohibition of discriminatory use of test scores

. It shall be an unlawful employment practice for a respondent, in connection with the selection or referral of applicants or candidates for employment or promotion, to adjust the scores of, use different cutoff scores for, or otherwise alter the results of, employment related tests on the basis of race, color, religion, sex, or to Defra mate the employee's work ethics or national origin.

## THE UNITED STATES SUPREME COURT

### STATEMENT OF THE CASE

To start Mr. Adrian Weatherspoon's job performance was overall considered a B average in work related task. His picking score was at 193 in training not far from 200 in a hour which was the set count for picking. He was at 193 after 30 days of training but was still written up for this. He was also removed from his area several times on days in which he would have a start of 75 picked items in 6 minutes. He was moved around after just starting his work procedure for no good reason or just to shatter his picking rate score. Mr Weatherspoon was told that the system would automatically write you up if you didn't meet the criteria performance after 30 days of being a employee, this should have been detailed when first starting the training process. Some other info was left out as well with the training procedure as well.

Also Mr. Weatherspoon was only paid \$1000.00 of the \$3000.00 sign on bonus as well for serving 90 days of employment. This is another failed quality treatment of Amazon's procedure when dealing with New Hires. Stealing employees pay bonus should not be allowed at all in Amazon operations at all.

The asking of Mr. Adrian Weatherspoon's password for his Amazon account was also a below the belt action that took place during his employment with Amazon. He was also sent home on the day that he was asked for his password and refused to give it out to anyone which is the code of conduct that should be followed by all Amazon employees period.

All the red code for not to do list was done when it came to Mr. Weatherspoon's employment with Amazon.

The lower courts also handled this case improperly as well, do to the fact that there were court warrants served and Amazon stated to the server that this isn't the right address for that to be served. If that is the case Amazon should have taken responsibly the notion to make sure they get that document to the appointed department instead of spawning the server off with a void statement and not showing up for court at all. The courts were made aware of this and did not give the judgment order to Mr. Adrian Weatherspoon on this contempt of court charge because that is what this situation has changed into, when a business does this to get out of appearing in court it is against the law. All this was staged just because they knew of the unfair treatment that was done to Mr. Weatherspoon at Amazon. To be honest there is no other way to rule in concern of this by the courts when they see this action they should not be in agreement with, on any decision at all. This should be looked at and revised for the right decision of granting the judgment order to Mr. Adrian Weatherspoon by the United States Supreme Court.

*A Copy of a EEOC Complaint was file & entered in this Petition*



<b>CHARGE OF DISCRIMINATION</b>  This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To: <b>EEOC</b> <b>FEPA</b>	Agency(ies) Charge No(s): <b>490-2022-01846</b>
<b>Tennessee Human Rights Commission</b> <i>State or local Agency, if any</i>		and EEOC

Name (indicate Mr., Mrs., M/s)	Home Phone	Year of Birth
Mr. Adrian Weatherspoon	(901) 304-0186	1969
Street Address		
3983 Neyland Valley Dr PO Box 34974 MEMPHIS, TN 38134		
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)		
Name	No. Employees, Members	Phone No.
Amazon	501+ Employees	
Street Address		
4055 NEW ALLEN RD MEMPHIS, TN 38128		
Name	No. Employees, Members	Phone No.
Street Address		
City, State and ZIP Code		
DISCRIMINATION BASED ON	DATE(S) DISCRIMINATION TOOK PLACE	
Retaliation	Earliest 03/01/2022	Latest 05/24/2022
THE PARTICULARS ARE (If additional paper is needed, attach extra sheets): On February 13, 2022, I was hired by the above-named Respondent as a fulfillment picker/ inventory. In March 2022, Richard Pough, Supervisor, issued me two written warnings about my ratings being below 200. My rating was 193, which the ERC said was ok, due to me being in training. I filed an internal complaint with Human Resources, and nothing was done. On or about May 22, 2022, Richard Pough wanted my personal password to assign me to another work area and when I refused, he sent me home. During my orientation I was told not to release my personal password. On May 24, 2022, Richard Pough and Human Resources falsely accused me of not following job procedures and terminated my employment. In addition, I only paid \$1,000, of my \$3,000 bonus. I believe I was retaliated against in violation of Title VII of the Civil Rights Act of 1964, as amended.		

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.  Digitally Signed By: Mr. Adrian Weatherspoon 09/27/2022  <i>Charging Party Signature</i>	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

THE UNITED STATES SUPREME COURT

CONCLUSION

The petition for a writ of certiorari should be granted.

Respectfully submitted,

*Adrian Wetherman*

Date: January 4<sup>th</sup> 2023