



CANADIAN HUMAN RIGHTS COMMISSION / COMMISSION CANADIENNE DES DROITS DE LA PERSONNE

Investigation Division / Division Des enquetes

File: 20070390

January 21, 2008

PROTECTED EXPRESS POST

Mr. John Campitelli
C/o Mr. Barry Rubino
Barrister & Solicitor
488 Huron Street
Toronto, ON
M5R 2R3

JAN 21 2008

Dear Mr: Campitelli

Further to the disclosure of the investigator's report, I am enclosing a copy of the complainant's submission on the complaint filed by Betty Kingsley against Utility Transport International Inc.

If you would like to submit comments on this submission, you can do so by writing to me at the address below or by fax at 613-947-7279, on or before February 11, 2008. Your comments must be no more than 10 pages in length including attachments and must not include any information related to confidential settlement discussions in the course of mediation or conciliation. Any such confidential information or any pages over the 10 page limit will not be placed before the Commission.

In order to avoid delay in the handling of this matter, extension to the deadline indicated above, will not be granted. Your submission may be disclosed to the other party.

The complaint form, along with the investigator's reports and submissions which we receive from the parties, will be submitted to the Commission at one of its upcoming meetings. After reviewing these documents, the Commission will make a decision on the disposition of the case. The Commission can accept or reject the recommendation in the report. You will be advised of the Commission's decision as soon as it is rendered.

Yours sincerely,

[Signature]
Sylvie McNicoll
Manager, Investigations

Att.

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TO SYLVIE MENICOLI  
MANAGER INVESTIGATIONS

RE: FILE NUMBER 20070390

FROM: BETTY KINGSLEY

I WOULD LIKE TO MAKE NOTE THAT I STAND BY MY ORIGINAL COMPLAINT AGAINST JOHN CAMPITELLI AND BRUCE HIGGERSON. I WOULD NOT CHANGE ANYTHING ABOUT IT.

I DO HAVE ONE QUESTION...

WHAT GIVES JOHN CAMPITELLI THE RIGHT TO DESTROY MY REPUTATION AND NOT HAVE ANY REPERCUSSIONS. HE THINKS HE CAN SAY WHAT HE WANTS, WHEN HE WANTS AND NOT GIVE A SECOND THOUGHT TO HOW IT AFFECTS ANYONE'S REPUTATION OR INTEGRITY.

REFER TO STEP 1.

YES, HIS CONDUCT DETRIMENTALLY AFFECTED MY WORK ENVIRONMENT AND LED TO ADVERSE JOB-RELATED CONSEQUENCES. I COULD NOT WORK IN AN ENVIRONMENT WITH SO MANY DRIVERS WHO THOUGHT THAT I WAS SLEEPING IN THE TRUCK WITH TOM MCKAY. I HOLD MY REPUTATION VERY HIGH AND FELT I HAD A GOOD RAPORT WITH THE DRIVERS, BUT JOHN CAMPITELLI TOOK THAT AWAY FROM ME WITH THE RUMOR I HAD SLEPT IN THE TRUCK WITH THE DRIVER. EVERYONE IN THE OFFICE HAD ACCESS TO THE TRUCKS, AS DID BRUCE HIGGERSON THE OFFICE MANAGER, BUT HIS REPUTATION WASN'T RUINED BECAUSE HE IS A MALE.

WHEN THE RUMOR GOT BACK TO ME, I WENT TO BRUCE HIGGERSON, THE OFFICE MANAGER AND TOLD HIM WHAT JOHN CAMPITELLI HAD SAID AND HIS REPLY SIMPLY WAS "HE HAS RUINED EVERYONE'S REPUTATION, WHY SHOULD YOU BE ANY DIFFERENT?"

I WAS SO DISTRESSED THAT I WENT TO MY FAMILY DOCTOR, ANNE GOVE AND REQUESTED A STRESS LEAVE FOR 1 MONTH. I CAME BACK TO THE OFFICE AND REQUESTED A MEETING WITH JOHN CAMPITELLI AND BRUCE HIGGERSON IN MR. HIGGERSON'S OFFICE. BRUCE TOLD JOHN THAT I HAD A DOCTOR'S NOTE FOR STRESS LEAVE AND THAT I WOULD BE CONTACTING HUMAN RIGHTS ABOUT THE COMPLAINT, JOHN CAMPITELLI STATED "IT'S MY FUCKING COMPANY AND I WILL DO WHAT THE FUCK I

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WANT". AT NO TIME DID HE EVEN SIT DOWN OR TRY TO RESOLVE THE ISSUE, HE JUST WALKED OUT OF BRUCE HIGGERSON'S OFFICE. IN MY MIND HE DIDN'T WANT TO DISCUSS IT. HE SAID IT ALL WITH HIS STATEMENT. BRUCE HIGGERSON DID TELL HIM TO BE QUIET. I WENT TO MY OFFICE PACKED MY THINGS, LEFT AND DIDN'T GO BACK.

**BACKGROUND TO COMPLAINT:**

THE BACKGROUND ON UTILITYTRANSPORT.COM IS COMBINED INFORMATION WITH ANOTHER COMPANY OWNED BY JOHN CAMPITELLI'S BROTHER, FRED CAMPITELLI NAMED J & F TRUCKING. UTILITY IN ITSELF IS A SMALL COMPANY WITH 5 OFFICE EMPLOYEES AND APPROXIMATELY 15 DRIVERS.

I DID MY JOB WITH DIGNITY, INTEGRITY AND TRUTH. ALWAYS KEEPING IN MIND WHAT WAS THE BEST FOR THE COMPANY AND THE DRIVERS, I HAVE COPIES OF MY PERFORMANCE APPRAISALS SHOWING NOTHING DEROGATIVE IN ANY WAY. MY PERFORMANCE WAS ALWAYS ABOVE AND BEYOND I TOOK PRIDE IN DOING THE VERY BEST I COULD FOR ALL CONCERNED.

I TOOK THE DRIVERS FOR THEIR DOCTOR'S APPOINTMENTS BECAUSE MOST THEM DIDN'T HAVE A PRIVATE VEHICLE TO ATTEND THEIR APPOINTMENT. ALSO, WHEN I DID RANDOM DRUG TESTING, I DIDN'T WANT THEM TAKING ANYTHING TO MASK ANY SUBSTANCE WHILE IN ROUTE TO THEIR APPOINTMENTS.

MILLENNIUM DRUG TESTING WOULD ADVISE ME OF THE RANDOM DRIVER THEY WANTED, I WOULD THEN CALL JOHN CAMPITELLI WHICH DRIVER I WANTED, BECAUSE HE WAS ALSO A DISPATCHER, HE WOULD THEN "WARN" THE DRIVER AND KEEP HIM OUT LONGER JUST IN CASE THE DRIVER HAD TAKEN DRUGS AND IT WOULD GIVE THE DRIVER TIME TO MASK THE DRUG HE WAS TAKING. I DOCUMENTED THIS INFORMATION TO MILLENNIUM AT GRIMSBY TRUCK STOP MANY TIMES. JUST IN CASE ANYTHING WENT WRONG. BUT MY HANDS WERE TIED BECAUSE JOHN CAMPITELLI OWNED THE COMPANY AND HE WAS DISPATCHER. I HAD TO COVER MY BACK CONSTANTLY AND DOCUMENT EVERYTHING JUST IN CASE.

REGARDING JERRY FENTON, WHO JOHN CAMPITELLI SPREAD THE RUMOR THROUGH. I HEARD FROM ANOTHER PREVIOUS DRIVER THAT JERRY FENTON STATED TO HIM "THEY CAN FIGHT IT OUT BETWEEN THEMSELVES" IN OTHER WORDS HE DOESN'T WANT ANYTHING TO DO WITH THE COMPLAINT.

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I DIDN'T EXPECT BRUCE HIGGERSON WOULD RETURN ANY CALLS TO YOURSELVES. THAT'S WHY THEY HAVE A LAWYER. EITHER WAY, THEY WON'T ADMIT ANY WRONG DOING. BUT THEY KNOW THE TRUTH, YOU CAN'T MAKE THIS STUFF UP. BRUCE HIGGERSON HAS INVESTED MONIES INTO THE COMPANY AND THEREFORE HAS A LOT TO LOOSE. BRUCE HIGGERSON'S HAS A COMPANY CALLED 'CAMPITELLI INTERNATIONAL'. ALL THE TRUCKS AND TRAILERS IN UTILITY INTERNATIONAL ARE REGISTERED TO CAMPITELLI INTERNATIONAL, WHICH IS MR HIGGERSON'S COMPANY. BRUCE IS JOHN'S LACKIE AND WILL STAB YOU IN THE BACK IF IT MEANS PRESERVING HIS INVESTMENT AND SAVING FACE WITH JOHN CAMPITELLI.

STEP 1. - COMPLAINANT'S POSITION

I STAND BY ALL THAT IS INCLUDED IN THIS SECTION.

REGARDING MR. CAMPITELLI'S POSITION. I AM NOT SURPRISED BY HIS STANCE ON THIS ISSUE. OF COURSE HE IS GOING TO DENY IT. HE WOULD BE A FOOL TO ADMIT IT. HIS WHOLE ATTITUDE IS DENY, DENY, DENY. THEN IT BECOMES HIS WORD AGAINST MINE. THE ONLY DIFFERENCE BETWEEN HIS VERSION AND MINE IS THAT I AM TELLING THE TRUTH. JOHN CAMPITELLI COULDN'T TELL THE TRUTH EVEN IF HIS LIFE DEPENDED ON IT. HE IS SO USE TO LYING THAT HE HAS LOST TRACK OF WHAT IS TRUTH AND WHAT IS A LIE.

MR. RUBINOFF'S (JOHN'S LAWYER) COMMENT OF NOTHING HAPPENED IS ONLY SUBSTANTIATED BY WHAT JOHN CAMPITELLI HAS TOLD HIM. AND I AM SURE HE GETS PAID BIG DOLLARS TO DEFEND JOHN CAMPITELLI AND THEREFORE HAS A LOT TO LOSE. HE IS WORKING FOR HIS CLIENT, MR. RUBINOFF WASN'T THERE SO HE KNOWS NOTHING, HE ONLY KNOWS WHAT JOHN CAMPITELLI TELLS HIM.

TO THE BEST OF MY KNOWLEDGE JOHN CAMPITELLI DIDN'T SAY ANYTHING TO TOM MCGARRY ABOUT ME SLEEPING IN THE TRUCK WITH TOM MACKAY. MR MCGARRY TOLD JOHN THAT I WAS PUTTING STICKERS IN AND ON THE TRUCK BECAUSE THAT IS MY JOB. IT WASN'T UNTIL LATER THAT JOHN CAMPITELLI TOLD ANOTHER DRIVER, JERRY FENTON THAT I HAD SLEPT IN THE TRUCK WITH TOM MCKAY.

PLEASE NOTE THAT MY COMMON LAW HUSBAND WORKED AT THE COMPANY ALSO. HE WAS SITTING AT ONE OF THE OFFICE DESKS DIRECTLY ACROSS JOHN CAMPITELLI ONE DAY, WHEN TOM MCKAY CAME UP TO HIM AND WHISPERED IN HIS EAR ABOUT THE RUMOR OF HIM AND

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MYSELF SLEEPING IN THE TRUCK TOGETHER AND TO TELL HIM THAT THERE WASN'T ANY TRUTH TO THE RUMOR. TOM MCKAY WANTED TO TELL HIM DIRECTLY SO AS NOT TO CAUSE ANY GRIEF BETWEEN HIM AND MY COMMON LAW.

DURING THE COURSE OF MY EMPLOYMENT, I LEARNED THAT JOHN CAMPITELLI IS NOT HAPPY UNLESS HE IS SPREADING RUMORS AND BEING MEAN SPIRITED TO HIS DRIVERS AND STAFF. HE THRIVES ON UPHEAVAL AND UPSITTING ALL AROUND HIM.

THE COMMENTS BY JOHN CAMPITELLI WAS UPSETTING TO ME, BECAUSE I PRIDED MYSELF IN MY INTEGRITY AND BEING THE BEST FLEET COORDINATOR AND OFFICE ADMINISTRATOR FOR THE COMPANY AND THE DRIVERS. I ALWAYS GAVE 100% TO THE DRIVERS AND THE COMPANY AND THIS IS HOW I AM PAID FOR MY COMMITMENT TO BOTH.

BRUCE HIGGERSON WAS IN AND OUT OF THE TRUCKS AS OFTEN AS I WAS, YET NOTHING WAS EVER SAID ABOUT HIM. IS THAT BECAUSE HE IS A MAN AND I AM A WOMAN?

I FELT THAT I COULD NOT WORK IN AN ENVIRONMENT WHERE MY REPUTATION WAS DRAGGED THRU THE DIRT FOR SOMETHING I DIDN'T DO. WHEN I LEFT MY EMPLOYMENT WITH UTILITY INTERNATIONAL, MY LEFT EYE WAS TWITCHING CONSTANTLY AND WHEN I WENT TO THE DOCTOR THEY INFORMED ME MY BLOOD PRESSURE WAS 170 AND THEY PUT ME ON BLOOD PRESSURE PILLS. STAYING AT UTILITY AT THAT POINT WASN'T AN OPTION, I COULDN'T PERFORM MY DUTIES IN AN ORDERLY FASHION AND KEEP MY SANITY.

I INFORMED JOHN CAMPITELLI AND ERUCK HIGGERSON THAT I WOULD BE SPEAKING TO THE COMMISSION AFTER I DIDN'T GET SATISFACTION IN OUR MEETING. I FELT I HAD NO CHOICE BUT PROTECT MYSELF, IT WAS OBVIOUS THEY WEREN'T GOING TO LISTEN TO ME OR EVEN DEAL WITH THE RUMOR.

JOHN CAMPITELLI SAID IT ALL WHEN HE SAID "IT WAS HIS FUCKING COMPANY AND HE COULD DO WHAT THE FUCK HE WANTED" HE DIDN'T LEAVE ME A LOT OF OPTIONS AND THERE WASN'T ROOM FOR DISCUSSION ABOUT THE ISSUE.

JOHN CAMPITELLI IS NOT INTERESTED IN A HARASSMENT-FREE WORKPLACE. HE IS TOO BUSY CAUSING GRIEF FOR EVERYONE, HE IS NOT

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HAPPY UNLESS HE IS CAUSING TROUBLE FOR EVERYONE.

REGARDING ITEM 36. I DIDN'T DENY MEDIATION, I WAS QUITE WILLING TO ATTENDING MEDIATION, BUT I WAS INFORMED THAT JOHN CAMPITELLI AND BRUCE HIGGERSON DIDN'T WANT IT. AND FROM WHAT I UNDERSTAND YOU CAN'T HAVE MEDIATION WITH ONLY ONE PARTY ATTENDING.

OF COURSE JOHN CAMPITELLI WANTS THE COMPLAINT DISMISSED. HE DOESN'T WANT TO DEAL WITH THE ALLEGATIONS. BUT I WON'T BACK DOWN, ENOUGH IS ENOUGH. HE IS A BULLY AND A BAD TEMPERED PERSON. I WON'T GO AWAY BECAUSE I HAVE NOTHING TO HIDE AND I AM TELLING THE TRUTH. ONE WOULD ONLY HOPE THAT EVENTUALLY THE TRUTH WILL PREVAIL IN THIS SITUATION

I WANT 2 THINGS FROM ALL OF THIS. I WANT A "HAND WRITTEN" APOLOGY FROM JOHN CAMPITELLI, BECAUSE IF HE HAS SOMEONE WRITE IT FOR HIM HE WOULD HAVE LEARNED NOTHING FROM IT, THAT YOU CAN'T GO AROUND RUNING SOMEONE'S REPUTATION AND DESTROYING THEIR SPIRIT AND EXPECT LIFE TO GO ON AS USUAL. ALSO, MY INTENTION WAS TO RETIRE AT UTILITY INTERNATIONAL, I TOOK PRIDE IN JOB, HAD GREAT PERFORMANCE APPRAISALS, BUT NOW I FND MYSELF 55 YEARS OLD AND UNEMPLOYED. I ALSO WANT RESTITUTION FROM JOHN CAMPITELLI FOR HAVING TO START OVER AGAIN.

FOOTNOTE:


DURING THE COURSE OF MY EMPLOYMENT WITH JOHN CAMPITELLI, I HAVE LISTENED TO LIES TO DRIVERS AND CUSTOMERS, THREATENING DRIVERS WITH THEIR JOBS IF THEY DIDN'T DO SOMETHING ILLEGAL IE. DRIVING OVERWEIGHT/OVERLENGTH WITHOUT PERMITS INSTRUCTING THEM GO AROUND SCALES SO AS NOT TO BE DETECTED. NOT PAYING THE OWNER OPERATORS THE FUEL SURCHARGE WHICH IS RIGHTFULLY THEIRS CONSIDERING THEY PAY FOR THEIR OWN FUEL ( THIS SURCHARGE IS PAID BY THE SHIPPER TO JOHN AND HAS TO BE PASSED ONTO THE OWNER OPERATORS, BUT JOHN CAMPITELLI TILLS THE DRIVERS THAT HE DOESN'T GET IT AND KEEPS IT FOR HIMSELF). A CHECK OF INVOICES IN THE COMPANY WOULD CONFIRM THIS. I HAVE SEEN THE CONTRACTS

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WITH THE SHIPPERS WHICH CONFIRM THEY (THE SHIPPERS) ARE PAYING THE FULL SURCHARGE. IT SHOULD BE NOTED THAT MY COMMON LAW HUSBAND WORKED WITH JOHN CAMPITELLI AS A DRIVER DURING THIS WHOLE TIME AND WAS SUBJECT TO THIS RUMOR ALSO. DURING ONE OF HIS TRIPS HE NOTICED THAT THE SHIPPING DOCUMENTS WAS PHOTOCOPIED ON THE BACK OF INFORMATION FROM THE SHIPPER WHICH INCLUDED A FUEL CHARGE AMOUNT. ON HIS RETURN TO THE OFFICE HE SHOWED BRUCE HIGGERSON, WHO WAS SHOCKED THAT THE INFORMATION WAS THERE AND ASKED MY COMMON LAW HUSBAND IF HE HAD SHOWED IT TO ANYONE BECAUSE HE DIDN'T WANT IT GETTING INTO THE WRONG HANDS. IE. OWNER OPERATORS.

THIS INFORMATION IS GIVEN ONLY TO SHOW THE KIND OF PERSON JOHN CAMPITELLI IS. HE IS A GREEDY SELF SERVING INDIVIDUAL WHO WILL STOP AT NOTHING TO LINE HIS OWN POCKETS AND LACKS INTEGRITY.

Jan 3, 2008

  
BETTY KINGSLEY