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November 6, 2009

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BY HAND DELIVERY

Equal Employment Opportunity Commission
Baltimore District Office
10 South Howard Street
Third Floor
Baltimore, MD 21201

Re: Matthias Goldstein v. Pikesville Volunteer Fire Company

Dear Sir/Madam:

Enclosed for filing please find an original and one copy of a Charge of Discrimination on behalf of our client, Matthias Goldstein, against Pikesville Volunteer Fire Company. Please date-stamp the copy of this Charge and return it with our messenger.

Mr. Matthias' Charge is based on religious discrimination and retaliation and will be cross-filed with the Maryland Commission on Human Relations today, by regular first-class mail.

Should you have any questions regarding this matter, please do not hesitate to contact me.

Sincerely,,



Gil A. Abramson

Enclosures

cc: Mr. Matthias Goldstein
(w/ enclosures)

Statement of Matthias Goldstein

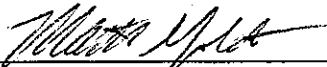
I, Matthias Goldstein, have been employed as a medic with the Pikesville Volunteer Fire Company ("PVFC") since April 1993. Until recently, I was never told that my beard posed any problem or issue with regard to the performance of my work. On or around January 28, 2009, I was informed that I could no longer ride as a medic for PVFC because my beard posed a safety concern. I am a practicing Orthodox Jew and maintain my beard as part of my religious beliefs. I have maintained a beard for the entirety of my 17-year tenure with PVFC and was never previously told it was a safety risk. I am now being told that it will interfere with a respiratory mask that PVFC is planning to acquire at some future date, and will require all medics to wear. This mask is not necessary for medics, and even if it were, PVFC has failed to undertake any efforts to identify an alternative mask that could accommodate medics with beards. Moreover, PVFC barred me from riding as a medic before even ordering or acquiring the masks, in anticipation of their future acquisition. For these reasons, it is my sincere belief that PVFC's no-beard policy is a pretext for religious discrimination and was implemented as a form of retaliation against me because of my involvement in a group of medics comprised predominately of Orthodox Jews, which is perceived by PVFC as a competing rescue service.

I have repeatedly tried to resolve this issue with PVFC. On February 6, 2009, I provided PVFC with literature on an alternative mask that could accommodate the needs of healthcare professionals who have beards. See attached. PVFC refused to consider it. On April 6, 2009, the Baltimore County Volunteer Fireman's Association mediated a meeting between PVFC and me. At that meeting, PVFC agreed to create a committee to investigate and resolve this dispute. PVFC agreed to appoint me as a member of that committee. To date, I have not received any information from PVFC concerning this committee and have not been apprised of any committee activities.

In May 2009, I retained counsel to assist me in resolving this dispute with PVFC. Since then my counsel have attended two meetings and written numerous letters to PVFC in an attempt to resolve this dispute. At the most recent in-person meeting with PVFC on September 30, 2009, PVFC confirmed that I could not ride as a medic as long as I continue to maintain a beard. Although it is my understanding that all non-bearded medics at PVFC have recently been fit tested with the new masks, PVFC still does not have the new masks. Thus, while I have been prevented from riding as a paramedic since last winter, others who do not hold my religious convictions have been able to ride without masks during this entire time.

I want this charge filed with the EEOC and the State FEPA. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.



Matthias Goldstein
Date: 11/5/09

SUBSCRIBED AND SWORN TO BEFORE ME
THIS 5 DAY OF NOVEMBER, 2009.



Notary Public

My Commission Expires: October 8, 2012

NORMAN R. FRIEDMAN
NOTARY PUBLIC STATE OF MARYLAND
My Commission Expires October 8, 2012

2901 West Strathmore Ave
Baltimore, Maryland 21209
February 6, 2009

Captain Glenn Resnick
Pikesville Volunteer Fire Company
40 East Sudbrook Lane
Pikesville, Maryland 21208

Dear Captain Resnick,

I am writing this letter to provide the information that you requested regarding personal protective respiratory devices that accommodate the needs of healthcare professionals who have beards.

The most economical device that I have located, the PureAir by SafetyTech, provides protection against both biological and chemical agents. I hope that you will find the attached literature informative.

I eagerly await your reply with the date that I will be reinstated as an active riding member of the Pikesville Volunteer Fire Company as I had been for over 16 years.

Respectfully,

Matthias Goldstein

Pure-Air™ Bio-Response Kit

NIOSH APPROVALS TC-21C-0788

The PureAir Bio-Response Kit™ is a complete PAPR (Powered Air Purifying Respirator) system, featuring loose fitting head covers. The PAPR delivers a constant flow of purified air into the head cover providing positive airflow and protection against biological and particulate contaminants. The PureAir system is easy to store and deploy. Three convenient and fully integrated battery options are available.

Only SafetyTech International PureAir Bio-Response Kit™ offers:

- U.S. Military-Proven Lightweight Motor Blower Technology.
- Fully Integrated Battery Compartment Separated from Air Delivery System.
- 4 hr NiMH Rechargeable Batteries (Primary Cell 10 yr shelf life); Single 7+ hr Disposable Battery or a (4) D-Cell Alkaline Battery Pack for 12+ hrs of operation.
- Disposable Tyvek QC Head Covers with Snap-Fit Connector.
- Worry-Free Battery Management Plan

APPLICATIONS:

- Hospitals / Emergency Departments
- Medical Disaster Response / Pandemic Response
- Infectious Disease Labs
- Laboratories
- Clean Rooms
- Pharmaceutical Manufacturing

FEATURES:

- Top-down air delivery system
- Wide, ear-to-ear clear lens w/ protective storage covering
- Tyvek® QC construction in white, yellow, or blue
- Disposable headpiece w/ snug fit band
- Moisture absorbent interior head band
- 3 battery options including off-the-shelf standard alkaline D-cell battery pack for 12+ hrs of operation

BENEFITS:

- *No Fit Testing Required*
- Visor style head cover permits use of stethoscope
- Positive airflow is safe and comfortable
- Accommodates facial hair and prescription lenses
- Patient Friendly design



TECHNICAL SPECIFICATIONS:

HE Particulate Filter



Part Number	5-70001-001
Shelf Life	10 Years (plastic wrap, plugs)
Diameter	4.33 inches (110mm)
Height	3.58" (91mm) overall
Weight	0.70 pounds (320 grams)
Connection	Reinforced Black Polyamide

PAPR Blower Unit



Blower Unit w/ NiMH or LiSO2 Battery Integrated



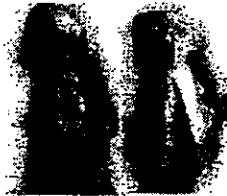
Blower Unit w/ Optional D-Cell Battery Pack

Minimum Flow Rate	> 6 CFM or 170 l/pm Airflow w/ 2 HE Particulate Filters
Power:	<ul style="list-style-type: none"> • 6-Hour Mission Battery, Disposable US0; BA E900/U • Rechargeable Battery option available; operates 4 hrs. • (4) D-Cell Battery Pack with C420 Adaptor - >12 hrs.
Ambient Temperature:	-32 to 49°C / -26 to 120°F
EMC:	MIL-STD-461C, Part 4, RE02
Environmental:	Water and dust protection - IP68 (inlet & outlet ports closed)
Decontamination:	Decontaminable - performance not affected adversely
Expected Working Life Of Blower:	(MTTF) >1,000 hrs
Overall Dimensions:	
Width	220mm, 7.87 inches (w/out filters)
Height	226mm, 8.90 inches
Thickness	86mm, 3.39 inches

SafetyTech International, Inc. | www.safetechintl.com | toll free 1-888-744-6462

ORDERING INFORMATION:

- Order by kit number. All parts under "Consisting of" are included in the kit.
- Choose battery solution, storage option, or additional accessories and list part number(s) separately.
- Each kit comes with one (1) disposable head cover. The head covers are available in 2 sizes and 2 styles. Select the kit with the appropriate size and style head cover; enter the kit number and quantity of kits required. Each kit also includes one of 3 battery options. Select the kit with the appropriate head-cover and battery solution.
- Standard kits include white head covers. Consult factory for availability of other colors.
- Replacement or additional head covers are available in packs of 3 per the part number listed. If a larger quantity is needed, contact your local distributor or the factory directly for a quote.
- The HE Particulate Filters should be replaced after each use. Inexpensive replacement cartridges are available in cases of 20.
- Review and select any additional items from the options and accessories list.
- The SafetyTech PureAir PAPR provides 6 CFM or approximately 170 liters per minute (lpm) to the head covers for a minimum of 4 hours with a rechargeable battery and up to 8 hours with the disposable battery. A third option permits the use of 4 D-Cell Batteries in a pack that will run for more than 12 hours.
- NIOSH requirements currently prohibit the use of any other type or brand of filter canister. The unit can only be used with SafetyTech International HE Particulate Filters and Head Covers. Please read and follow user manual instructions to ensure compliance with NIOSH requirements.



Visor Style

Cape Style

SafetyTech International, Inc. | www.safetechintl.com | toll free 1-888-744-6462

REGISTERED MAIL™



7008 3230 0003 4754 2738



0000

U.S. POSTAGE
PHIL
BALTIMORE, MD
21208
FEB 06, '09
AMOUNT:

\$5.32
00036759-0

21208

RETURN RECEIPT
REQUESTED

~~Handwritten address:~~
Captain Glenn Resnick
Pikesville Volunteer Fire Company
40 East Sutbrook Ln
Pikesville, MD 21208

- Not Deliverable to Addressee
- To Forward
- Insufficient Address
- Unpaid, Left No Address
- Unpaid, Left No Address
- No Such Street
- No Such Street-Not Known
- No Mail Receipts
- No Mail Receipts
- Box Closed-No Order
- Returned For Seller Address
- Postage Due

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT
OF THE RETURN ADDRESS, FOLDED AT DOTTED LINE

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Handwritten address:
Captain Glenn Resnick
Pikesville Volunteer Fire Company
40 East Sutbrook Ln
Pikesville MD 21208

COMPLETE THIS SECTION ON DELIVERY

- A. Signature Agent Addressee
- B. Received by (Printed Name) Date of Delivery
- C. Date of Delivery
- D. Is delivery address different from item 1? Yes No
If YES, enter delivery address below:

- 3. Service Type
 - Certified Mail
 - Registered
 - Insured Mail
 - Express Mail
 - Return Receipt for Merchandise
 - C.O.D.
- 4. Restricted Delivery? (Extra Fee) Yes No

2. Article Number (Transfer from service label)

7008 3230 0003 4754 2738

PS Form 3849, February 2008 Domestic Return Receipt 102895-02-M-1540