



**Via First Class and Certified Mail**

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Ms. Suzanne McGee Cienki, President  
East Greenwich Town Council  
125 Main Street  
East Greenwich, RI 02818

**RE: Firefighter James Perry**

Dear Ms. Cienki:

22 February 2018

I represent East Greenwich firefighter James Perry and write you pursuant to R.I. Gen. Laws § 45-15-5.

As you recall, the Town of East Greenwich ("Town") terminated Mr. Perry's employment on or about August 19, 2017. At the time, Mr. Perry was out of work on Injured on Duty leave temporarily to recover from an injury he received in the line of duty. You are also well aware that on November 8, 2017, the Rhode Island Superior Court found that the town's termination of Mr. Perry's employment was illegal and void. In the course of the Town's termination of Mr. Perry's employment, so-called Acting Town Manager Gayle Corrigan made several statements about Mr. Perry which impugned him in his profession. The Rhode Island Superior Court determined that Ms. Corrigan's statements about Mr. Perry were "false" and "wrong."

Two of Mr. Perry's extended family members have worked for the Town: William Perry is a lieutenant in the East Greenwich Fire Department and is James Perry's brother. Laurie Perry is William Perry's wife and was a clerk for the Town. Laurie Perry filed a Charge of discrimination against the Town with the Rhode Island Commission for Human Rights ("RICHR") on or about August 9, 2017. (The Town fired her effective September 5, 2017). William Perry filed a Charge of discrimination against the Town on October 19, 2017. Both RICHR filings constitute protected activity under state and federal law. The Town terminated James Perry within three months of Ms. Perry's protected activity, and within weeks of his brother's protected activity. A jury can find that the Town's termination of Mr. Perry was in retaliation for his family members' participation in activity protected by statute and the state and federal constitutions.

The injuries Mr. Perry sustained in the line of duty constitute a disability under Rhode Island law. As the Rhode Island Superior Court has already found, the reasons the Town set forth trying to explain the basis for its termination of Mr. Perry are false and pretextual. A jury can find that the Town terminated Mr. Perry because of his disability.

Ms. Suzanne McGee Cienki, President  
February 22, 2018  
Page 2

Mr. Perry is over 40 years of age. The Town treated him differently and more poorly than similarly-situated coworkers under the age of 40. A jury can find that the Town terminated Mr. Perry because of his age.

Ms. Corrigan's false statements about Mr. Perry on behalf of the town are defamatory and constitute defamation per se.

After the Rhode Island Superior Court voided the Town's termination of Mr. Perry, Mr. Perry was cleared by his doctor to return to work on or about November 15, 2017. Ms. Corrigan, on behalf of herself and the Town, refused to allow Mr. Perry to return to work, causing him damages. This was in blatant retaliation for Mr. Perry asserting his First Amendment right to file and participate in his November, 2017, lawsuit against the Town.

The Town and all its agents involved in this matter are jointly and severally liable for the damages caused by their illegal actions against Mr. Perry. Mr. Perry demands that the town pay him \$185,000 to compensate him for lost pay, damage to his personal reputation, damage to his professional reputation, damage to his career trajectory, damage to his family and children, and for the embarrassment, mental anguish, and inconvenience caused by the Town's illegal actions against him (plus interest). The Town is also liable for all attorneys' fees and expenses Mr. Perry expends pursuing these claims.

Absent resolution of this matter in 40 days, Mr. Perry intends to file suit in court to recover all these damages and more.

Sincerely,



Chip Muller, Esq.

cc: Town Clerk, Town of East Greenwich, P.O. Box 111, East Greenwich, RI 02818  
Linda Dykeman, Finance Director, Town of East Greenwich, P.O. Box 111  
David D'Agostino, Esq., [Daviddagostino@gorhamlaw.com](mailto:Daviddagostino@gorhamlaw.com)