

# ON THE RECORD

## Nicholas

**11-20-01**  
 Celesta Day Hunter vs. Robert Lee Delano Hunter, domestic, passed at request of counsel, order to be submitted.  
 Christy Renee Whirlies vs. Robert Edward Whirlies, domestic, final hearing held, final decree.  
 Richard A. States Cooperative, Inc. vs. John Cook, motion hour, sustained order.  
 GTCY Credit Union, Inc. vs. Howard Edington, motion hour, sustained, default order.  
 Deponi Bank of Carlisle vs. Richard A. and Cynthia Hammonds, motion hour, sustained, default judgment.  
 David Blair Hopkins, et al vs. Unknown Claimants, motion hour, judgment.  
 Citizens Bank vs. Tiffany Yarber et al, motion hour, agreed order.  
 James R. Willoughby vs. Pamela Jane Almon, domestic, order to be submitted, no contact between parties, mother to contact with child, at school, hearing January 2.  
 Paul and Catherine R. hearing, not guilty plea, pretrial December 5.  
 Paces Ferrara, probation revocation hearing, review hearing December 5.  
 William Fryman Jr., pretrial conference, sexual assault, pretrial January 16.  
 Richard E. George, pretrial

conference, 2 counts of TCS/D cocaine, jury trial November 29.  
 Nathan Hatfield, pretrial conference, criminal possession forged instrument, guilty plea, sentencing January 16.  
 Levi Burke Jolly, pretrial conference, 2 counts of TCS/D cocaine, guilty plea, sentencing January 16.  
 Barbara Rankin, pretrial conference, 10 counts of theft, guilty plea, sentencing January 16.  
 Amanda M. Lukins vs. Kristal D. Hamilton et al, final hearing held, final decree.  
 Jana Louise Adkins vs. Jeffery Wayne Adkins, domestic, agreed order.  
 Glenn W. Hatten vs. Shelley L. Hatten, domestic, agreed order.  
 Alvin Blaine McNabb vs. Paula Foster McNabb, domestic, agreed order.  
 Jacquelyn Renee Bond vs. James Brian Bond, review, review January 16, order to be submitted.  
 Larry Michael Bussell, domestic, show cause.  
 Kenneth Davidson, domestic, show cause.  
 Sharon Marie Estes vs. Travis Ray Estes, domestic, show cause to be submitted.  
 Danny Treadway vs. Christy Treadway, domestic, order.  
 Shirley H. Frederick vs. Donna Lynn Smith vs. Kirk

Lee Smith, domestic, show cause.  
 Mary Frances Terrell vs. Frank Allen Terrell, domestic, agreed order.  
 David Thornburg vs. Mary Waugh Thornburg, domestic, order.  
 Kassandra Kay Tipton vs. James Lemon Tipton, domestic, order to be submitted.  
 Dennis Lane Watkins vs. Suzanne Abney, domestic, hearing January 16, order to be submitted.  
 Melissa Cox Compton, domestic, order.  
 Randy Dale Compton vs. Melissa Cox Compton, domestic, order.  
 Lori Lee Williams vs. Derrick Thomas Williams, domestic, agreed order to be submitted.  
 James R. Willoughby vs. Pamela Jane Almon, domestic, hearing November 16, order to be submitted.  
 Pamela W. Wilson vs. David R. Wilson, domestic, order.  
 Angela Susan Whitrow vs. Michael Whitrow, domestic, show cause.

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## Home energy tips for winter

As winter approaches, the employeeworkers of the Morehead Fergelgas team remind local homeowners that now is the time to make sure homes are ready for the cold months ahead.  
 To help homeowners prepare for winter, Fergelgas is offering these suggestions to keep homes warm and energy bills down. These suggestions were compiled by Fergelgas, the National Propane Gas Association and the Propane Education and Research Council.  
 "Fergelgas wants to do everything it can to help homeowners prepare for the winter months ahead and maximize their energy dollars in the process," said District Manager Mike Jackson. "Home heating and water heating are the largest energy expenses in most homes, accounting for approximately two-thirds of energy bills during the colder months. These quick and easy steps can save local homeowners wear and tear on their appliances as well as money on their utility bills."  
 Heating systems need regular tune-ups. Have the heating system, including

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## Your jobs is your right

Ann Hillenbrand  
 For centuries people have worked for income and maintained a job. Only recently that job, once attained, has become a right. For decades, employees and employers have followed a concept in business law titled "employment-at-will," an open-ended employment agreement where an employee and employer can terminate their association after formal notification without any reason for termination.  
 During the last 25 years, the courts have begun to rework that concept and expand employee rights, forcing making an employer more cautious and deliberate in its hiring practices.  
 Many courts are saying employment is a property right, said Radford University business law professor Dan Davidson. "Once you have a job, it's your right to keep it and it's up to the employer to give a legitimate job related reason to want to terminate an employee," said Davidson.  
 In response, companies are expanding the probationary period for new employees. "During this probationary period an employer can fire an employee for reasons such as personality conflicts. As long as the employee can't raise a constitutional argument against being fired, such as racism or other discrimination, the company is in the clear," said Davidson.  
 Once the probationary period is over, the employer is required to provide a legitimate job related reason for termination of the employee and prove that there have been attempts to rectify the situation. "When an employee finishes the probationary period their right to the job is strengthened," said Davidson.  
 Companies use detailed contracts and handbooks that describe the expectations of its employees and appropriate conduct on the job. Management has a right to expect employees to obey the contract. If an employee during employment and put forth a reasonable effort, said Davidson. Companies are writing more comprehensive contracts and issuing handbooks listing do and don'ts with penalties for do's.  
 The flip side to a more comprehensive contract and handbook is that it's more difficult for the company to terminate an employee for a reason not covered in those documents. "The employee can say look at all their covenants. They haven't covered that, so it must not be a problem," said Davidson.  
 The biggest employer right is contract law, said Davidson, because all of the requirements are up front and in writing. The courts have created several statutes that protect the worker from abuse and discrimination, and contracts and handbooks give the employer an avenue of protection.  
 The posted job description should adequately describe characteristics required for employment and the contract should adequately reflect that. However, the employer should be cautious about

## American Crossroads to feature Carter Co. band

Darvin Sturgill and Willowick will be among the performers for Morehead State University's "American Crossroads Live" on Friday, Nov. 30. The concert will begin at 7:30 p.m. in Duncan Recital Hall on the campus.  
 The show, which will also feature John Lilly and Irene Kelley, is part of a series presented by WMKY 90.3 FM, MSU's public radio to the mountains, and the University of Kentucky Center for Traditional Music (KCTM).  
 While there is no admission charge, non-perishable food donations will be accepted as a community service to benefit Christian Social Services, an on-campus food pantry that serves more than 400 families each year. Food items may include canned goods, juice, peanut butter, popcorn, cake mixes and pastas, such as spaghetti and macaroni.  
 The Olive Hill band, Darvin Sturgill and Willowick, has recorded two Bluegrass compact discs and tapes and performs weekly throughout the year, regular at the Shavers Bluegrass Festival, the group played at a number of festivals this summer.  
 The members include: Chris Davis on mandolin and tenor vocal; Larry Traylor on guitar and baritone vocal; Matthew Madden on bass; Dick Roach

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