

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of the Commission
November 18, 2015
10:30 a.m.

James R. Thompson Center
Murdock Room - IDHS
Suite 5-300
100 West Randolph Street
Chicago, IL 60601

and

Lincoln Land Training Center
130 W. Mason Street
Room 104
Springfield, Illinois

MINUTES

PRESENT:

Commissioners

In Chicago

Chair Rose Mary Bombela-Tobias
Duke Alden
Michael Bigger
Robert A. Cantone
Hamilton Chang
Terry Cosgrove
Nabi Fakroddin
Lauren Beth Gash
Hermene Hartman
Steve Kim
Diane M. Viverito
Patricia Bakalis Yadgir

In Springfield

None

Absent

None

Staff

LaNade Bridges
N. Keith Chambers
Dr. Ewa Ewa
Michael Evans
Donyelle L. Gray
Evelio Mora

STATE OF ILLINOIS
Human Rights Commission

En Banc Minutes – November 18, 2015
Page 2 of 5

Christine M. Welninski
Holly Sanchez-Perry, Coles Fellow
Brooke M. Sartin, Coles Fellow

Members of Public: None

NOTICE:

Public and closed meetings of the Illinois Human Rights Commission are audio recorded.

I. Call to Order

On November 18, 2015 at 10:41 a.m., Chair Bombela-Tobias called to order a meeting of the Illinois Human Rights Commission.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 et seq., it was determined that:

- 1) A quorum of the public body was present at the meeting.

II. Consideration of Minutes

October 21, 2015

The Commission voted to approve the minutes of the October 21, 2015 meeting as submitted by staff. Motion to approve the October 21, 2015 minutes as submitted by staff made by Commissioner Nabi and seconded by Commissioner Gash. Motion carried 12-0.

III. Chair's Report

Rose Mary Bombela-Tobias, Chair

Chair Bombela-Tobias welcomed newly appointed Commissioner Michael Bigger. Commissioner Bigger introduced himself and gave a brief background.

Chair Bombela-Tobias announced that she will be attending a labor law conference in December 2015 at IIT Chicago-Kent Law School on behalf of the Commission. General Counsel Gray will also attend the conference with Chair Bombela-Tobias.

IV. Staff Reports

- A. *N. Keith Chambers, Executive Director*

STATE OF ILLINOIS
Human Rights Commission

En Banc Minutes – November 18, 2015
Page 3 of 5

Mr. Chambers reported that there was no movement as to the state budget

Mr. Chambers reported that there was no new legislation pending in the General Assembly that could affect the Commission.

Mr. Chambers reported that the audit is coming to a close with no major findings.

Mr. Chambers reported that he met with Dr. Ewa concerning court reporting issues. Mr. Chambers reported that most of the contracted court reporters have withdrawn services due to the state's budget impasse. The Commission is working with Central Management Services ("CMS") to contract a third-party court reporter service. Mr. Chambers further explained to the Commission that the court reporter issue affects all state agencies and not just the Commission.

Mr. Chambers reported that there was one press inquiry in the last month regarding the deceased police officer in Fox Lake, Illinois.

Lastly, Mr. Chambers reported that the Governor announced that the State of Illinois may be selling the James R. Thompson Center. Mr. Chambers will perform a space analysis on how much space the Commission will need in case Commission moves to a new location.

B. Dr. Ewa I. Ewa, Chief Fiscal Officer

Dr. Ewa reported that he forwarded several invoices to CMS. CMS has not responded to the invoices.

Dr. Ewa reported that the State's Enterprise Program current bill is \$18,000, and the bill for 2016 will be \$28,000. Dr. Ewa further reported that the Governor's Office of Management and Budget informed him to place future amounts in the Commission's budget.

Dr. Ewa further announced that the position for an Assistant General Counsel for the Commission is still pending. The State of Illinois has a current hiring freeze. However, the Commission will go forward with the interviews.

C. Michael J. Evans, Chief Administrative Law Judge

Chief Administrative Law Evans gave the report for the month of October 2015.

Chief Judge Evans reported to the Commissioners that Commission has court reporter services until the end of December. By the first of the year 2016 services will end. Judge Evans further reported that without court reporters, Commission hearings cannot proceed.

STATE OF ILLINOIS
Human Rights Commission

En Banc Minutes – November 18, 2015
Page 4 of 5

D. Donyelle Gray, General Counsel

Ms. Gray reported that the HRC-DHR Joint Pregnancy Rules have been completed and the Rules will be published in November 2015.

Ms. Gray distributed the latest Coles Fellow flyer for the 2016 term, and encouraged Commissioners to forward the flyer to law students who might be interested in applying.

Ms. Gray reported that the General Counsel section has a new high school student intern via a high school law and policy program. The student's resume was distributed to the Commission.

The fall 2015 Coles Fellows were acknowledged for their work with the Commission. Coles Fellows Brooke Sartin and Holly Sanchez-Perry were presented with plaques during the meeting.

Ms. Gray distributed the latest employment and labor law updates.

V. Petitions for Rehearing En Banc

A. Robert Groharring v. Village of Thomson

Charge No.: 2006CF1590 ALS No.: 07-867

The Commission voted to deny the Petition. Motion to deny the Petition made by Commissioner Alden and seconded by Commissioner Gash. Motion carried 12-0.

B. Andrew Schott v. Village of Thomson

Charge No.: 2006CF1589 ALS No.: 07-868

The Commission voted to deny the Petition. Motion to deny the Petition made by Commissioner Alden and seconded by Commissioner Nabi. Motion carried 12-0.

VI. New Business

None

VII. Old Business

The Commission's holiday event was briefly discussed. The Holiday event will take place after the December En banc meeting.

The Commission's Publication Committee gave its report. The Committee made several suggestions for a more presentable yearly report. Keith indicated he would follow up

STATE OF ILLINOIS
Human Rights Commission

En Banc Minutes – November 18, 2015
Page 5 of 5

with the suggestions and determine if the State had an in-house publishing that might be able to assist.

VIII. Public Comment

None

IX. Executive Session

None

X. Adjournment

The meeting was adjourned at 11:52 a.m. Motion made by Commissioner Gash, seconded by Commissioner Cantone. Motion carried 12-0.

Respectfully submitted,

Donyelle L. Gray
General Counsel