

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of the Commission
June 22, 2011
10:00 a.m.

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

and

Lincoln Land Training Center
(Capital City Center)
130 W. Mason, Room 104
Springfield, Illinois 62702

MINUTES

PRESENT:

Commissioners

In Chicago

Martin R. Castro, Chairman
Sakhawat Hussain, M.D.
David Chang
Robert A. Cantone
Terry Cosgrove
Nabi Fakroddin
Marylee V. Freeman
Spencer Leak, Sr.
Munir Muhammad
Rozanne Ronen
Diane M. Viverito
Patricia Bakalis Yadgir

In Springfield

Marti Baricevic

Staff

N. Keith Chambers
Dr. Ewa I. Ewa
Michael J. Evans
Donyelle L. Gray

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Evelio Mora
Christine Welninski
LaNade Bridges
Nidhi Chaudhary (Coles Fellow)
Patrick Bushell (Coles Fellow)
Berneta Haynes (Coles Fellow)
Bettina Stanford (Coles Fellow)

Members of Public: None

NOTICE:

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

I. Call to Order

On June 22, 2011, at 10:07 a.m., Chairman Martin R. Castro 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 without the physical presence of Commissioner Muhammad.
- 2) Prior to the meeting, Commissioner Muhammad gave notice (and good cause as defined by the Illinois Open Meetings Act) to the Acting General Counsel and Secretary of the Public Body, Donyelle L. Gray, that he would be unable to be physically present at today's meeting and requested to participate via telephone.
- 3) The Commissioners voted to allow Commissioner Muhammad to participate via telephone for the June 22, 2011 meeting. Motion made by Commissioner Hussain, seconded by Commissioner Nabi. Motion carried 12-0

II. Consideration of Minutes

May 25, 2011

The Commission voted to approve the minutes of the May 25, 2011, meeting subject to the following correction: On Page 3, paragraph one, first line, to replace the amount of "\$1,000,000.00" with "\$100,000.00." Motion to approve the minutes as amended made by Commissioner Cantone and seconded by Commissioner Freeman. Motion carried 13-0.

Chairman Castro introduced newly appointed Commissioner Patricia Bakalis Yadgir. Commissioner Yadgir briefly introduced herself to the Commissioners and staff.

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Chairman Castro then circulated resolutions honoring Commissioners Box, Enriquez and Simoncini for the Commissioners to sign.

III. Staff Reports

A. N. Keith Chambers, Executive Director

Mr. Chambers updated the Commission on H.B.s 1552 and 1122. Mr. Chambers informed the Commission that both Bills are awaiting the Governor's signature.

Mr. Chambers announced the Auditor General has begun its semiannual performance audit of the Commission. Commission staff is currently working with the Auditor General's personnel to complete the Audit.

Mr. Chambers announced the Illinois Department of Human Rights will conduct a training workshop for the Commissioners. The training workshop will take place during the Commission's July En Banc meeting.

Mr. Chambers announced that Representatives from the Government of Kenya will be visiting the Commission on June 29, 2011.

Mr. Chambers updated the Commission on the progress of the Diversity Dinner.

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

Dr. Ewa reported there was no change for the FY12 budget.

Dr. Ewa reported the Commission currently has a deficit of \$47,000.00.

Dr. Ewa announced that a new staff member was hired for the Springfield office. The new staff member will start on July 1, 2011.

C. Michael J. Evans, Chief Administrative Law Judge

Chief ALJ Evans discussed the Administrative Law Section's statistics for May 2011. The number of Complainant-filed complaints is still rising.

D. Donyelle L. Gray, Acting General Counsel

Ms. Gray introduced the Summer Coles Fellows to the Commission. The Fellows briefly introduced themselves.

Ms. Gray distributed copies of the Summer Panel Schedule as approved by the Commissioners and June 2011 legal updates.

IV. New Business

Chairman Castro reported that he is still awaiting a response from the Illinois Attorney General's Office regarding the letter he sent concerning racial profiling.

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V. Executive Session

Executive Session

Pursuant to the Open Meetings Act (5 ILCS 120/2(c)(1)), the Commissioners voted to close a portion of the public meeting at 10:25 a.m. in order to discuss an internal personnel matter. Motion made by Chairman Castro, seconded by Commissioner Nabi. Motion carried 13-0.

At 11:05 a.m., the open meeting resumed.

The Commission discussed recent developments concerning the Commission ALJs' inability to join the union. ALJs will soon be decertified. As a result, ALJ salaries will be lowered to pre-union levels. Also, ALJs will be subject to furloughs, which will further lower their salaries.

Currently, the Commission's outside employment policy does not allow Commission attorneys, including its ALJs, to engage in the outside practice of law. Due to the ALJs' loss of income soon to be caused by their decertification, the Commissioners wish to amend the Commission's outside employment policy to permit ALJs to engage in the outside practice of law. The Commission's Acting General Counsel shall draft proposed policy language to this effect for review by the Commissioners.

Also, noting that CMS may attempt to recoup the difference between the ALJs' pre- and post-union salaries, the Commissioners determined they would send a letter to the Governor's Officers expressing a desire that the ALJs not be subjected to recoupment.

The Commission voted to draft an amended outside work policy that would allow the Commission's ALJs to engage in the outside practice of law. The Commission also voted to draft a letter to the Governor's Office requesting that the union-level monies that have already been paid to the Administrative Law Judges not be recouped. Motion made by Commissioner Hussain, seconded by Commissioner Nabi. Motion carried 13-0.

VI. Adjournment

The meeting was adjourned at 11:30 a.m. Motion made by Commissioner Hussain, seconded by Commissioner Leak. Motion carried 13-0.

Respectfully submitted,

Donyelle L. Gray
Acting General Counsel