



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

GOOD NEWS

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF OCTOBER 19, 2018

Drumheller called the meeting to order in Lincoln, Nebraska at 09:10 a.m. on October 19, 2018. The roll call established that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Royce Jeffries
Kristin Yates

Rita Griess, Vice Chairperson
John Arnold

Staff Present

Marna Munn, Executive Director
Shelley Foss, Unit Director
Kathy Bogenreif, Business Manager
Matthew Buckley, Investigator I

Paula Gardner, Unit Director
Ben Watson, Unit Director
Toni Fletcher, Staff Assistant II

II. NOTICE OF PUBLICATION

Director Marna Munn read the dates of publication for the October 19, 2018, Commission meeting.

Commissioner Yates joined the meeting at 9:20 am.

III. APPROVAL OF MINUTES

Commissioner Drumheller declared the minutes of September 21, 2018 approved.

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IV. ADDITIONS OR CORRECTIONS

Under Section VII SUCCESSFUL AGREEMENTS, please add NEB 1-17/18-1-49273.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30-minute session.

None at this time.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present, were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

A. EMPLOYMENT

NEB 1-17/18-11-49115 (Respondent appeared)

Commissioner Jeffries moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Nays:
 Abstained:
 Motion Carried

NEB 3-17/18-11-49263 (Respondent appeared)

Commissioner Griess moved for no reasonable cause.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Nays:
 Abstained:
 Motion Carried

NEB 1-17/18-11-49104RS (Complainant appeared)

Commissioner Jeffries moved for no reasonable cause.

Commissioner Arnold seconded the motion.

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ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

A. EMPLOYMENT

NEB 1-17/18-8-48877
NEB 1-17/18-12-49170
NEB 2-17/18-1-49231
NEB 2-17/18-8-48589
NEB 1-17/18-8-48871
NEB 3-17/18-1-49262
NEB 3-17/18-1-49278
NEB 1-17/18-12-49205
NEB 2-17/18-2-49377
NEB 1-17/18-1-49267
NEB 2-17/18-12-49166
NEB 2-17/18-12-49167
NEB 2-17/18-1-49232

Commissioner Drumheller moved for no reasonable cause on the above cases.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

B. PUBLIC ACCOMMODATION

NEB 2-17/18-6-3451-PA

Commissioner Drumheller moved for no reasonable cause on the above cases.
Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

C. HOUSING

NEB 2-16/17-6-3388-H

Commissioner Drumheller move for reasonable cause on termination and reasonable accommodation.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

Commissioner Drumheller moved for no reasonable cause on terms and conditions.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

NEB 2-17/18-5-3442-H

NEB 2-17/18-5-3438-H

Commissioner Drumheller moved for no reasonable cause on the above cases.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-17/18-4-3431-H

NEB 2-17/18-11-49140

NEB 1-17/18-1-49273

Commissioner Drumheller moved to adopt the agreements.

Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-17/18-2-49405

NEB 1-17/18-6-49696

NEB 1-18/19-8-49825

Commissioner Drumheller moved to administratively close the above cases based on withdrawal by the complainant.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

B. EEOC

NEB 1-17/18-3-49471

NEB 2-17/18-6-49677

NEB 1-17/18-8-48896

NEB 1-17/18-1-49226

NEB 1-17/18-1-49227

Commissioner Drumheller moved to adopt the findings of the EEOC.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Naves:
 Abstained:
 Motion Carried

X. CONCILIATION

None at this time.

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Drumheller moved to approve and accept the previous month's General Ledger report.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Griess, Jeffries, Yates
 Nays:
 Abstained:
 Motion Carried

2. Outreach

Unit Director Ben Watson shared information about outreach events where he provided presentations, including several that were included as part of settlement agreements. Ben also mentioned the transit advertising we are currently engaging in, and our plans to provide some Spanish radio announcements as part of the agency's use of EEOC engagement funding.

3. Director's Update

Director Munn announced some staff changes, and outlined the agency plans to replace the Staff Assistant I in the Lincoln office. She explained how staff have stepped up to fill in where needed. Director Munn also introduced our new Lincoln investigator, Matthew Buckley.

Director Munn reported that six employees are being honored for their state service this month. Their service to the state adds up to a combined 130 years, a large share of those years with the NEOC.

Director Munn reported that the workshare agreement with EEOC has been signed, and she discussed the agency plans to use the enforcement funding provided by the EEOC.

Director Munn reported that she and Unit Director Watson recently provided harassment training to a group of state employees, and received a request to provide a training session that could be accessed through the Employee Development Center. The Legislature passed a statute during the last session, making Administrative Services responsible for the enforcement of a statewide harassment policy. Director Munn also mentioned the “shared services” that are being centralized within Administrative Services and now includes HR services for the participating agencies.

Director Munn reported the Commission just logged the 50,000th case. She is currently working on plans to have a small event to recognize this milestone.

Director Munn also reported that a group meeting was recently held covering Intake issues. She felt this forum could also be used to discuss other items of interest to our staff.

Commission Chair Drumheller asked to have an Executive Session added to the November meeting agenda for the purpose of reviewing Director Munn’s performance.

XV. ADJOURNMENT

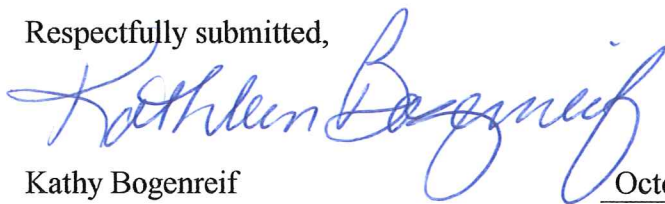
Commissioner Drumheller declared the October 19, 2018 Commission meeting ended at 10:20 am.

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Respectfully submitted,



Kathy Bogenreif
Business Manager

October 19, 2018

Date

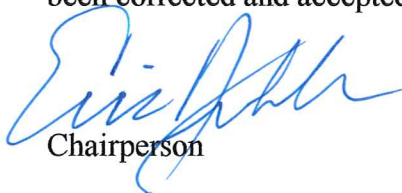


Marna Munn
Executive Director

10/25/18

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of October 19, 2018 have been corrected and accepted, and henceforth approved on this date.



Chairperson

11-16-18

Date