

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
21 GRAND STREET
HARTFORD, CT 06106
WEDNESDAY, JUNE 9, 2010
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edward Mambruno, Secretary
Edith Pestana
Cheryl Lynn Clarke
Patricia J. Wrice
Dawn Niles

COMMISSIONERS ABSENT

Milton Johnson
Shelley Best
Alexia E. Cruz

STAFF PRESENT

Robert J. Brothers, Jr., Executive Director
David Teed, Assistant Attorney General
Alvin Bingham, Affirmative Action and Contract Compliance Supervisor
Margaret Peters, Secretary II

I. CHAIRPERSON

Chairperson Andrew Norton convened the June 9, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:08 p.m.

II. SECRETARY

Commissioner Mambruno requested approval of the minutes of the May 12, 2010 regular Commission meeting. The motion was made by Commissioner Pestana and seconded by Commissioner Wrice. The motion was approved by all with the exception of Commissioner Niles (*not permitted to vote until completion of required training*). Chairperson Norton did not vote on the motion.

III. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

Staff Recommendations: **Approvals**

1. Commission on the Deaf and Hearing Impaired
2. Board of Trustees of Community Colleges

3. Connecticut State Library
 4. Capital Community College
 5. Department of Social Services
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1. Commission on the Deaf and Hearing Impaired

Mr. Bingham introduced the following individuals in attendance from the Commission on the Deaf and Hearing Impaired: Stacie Mawson, Executive Director; and Irena Baj Wright, EEO Specialist.

The Commission on the Deaf and Hearing Impaired's plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated good faith effort to achieve goals; and the agency has substantially addressed deficiencies noted by the Commission in the prior plan.

Goal Achievement: Short-term goal achievement: 0 out of 1 possible goal or 0%. There were no long-term goals. Total goal achievement: 0 out of 1 possible total goal or 0%. There were no promotion goals during the reporting period. Approval History: 2008 approved, 2006 approved, 2004 disapproved.

2. Board of Trustees of Community Colleges

Mr. Bingham introduced the following individual from the Board of Trustees of Community Colleges: Kenneth Armstrong, Affirmative Action Officer.

The Board of Trustees of Community Colleges's plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has met all or substantially all of its program goals; the agency has substantially addressed deficiencies noted by the Commission in prior review plans. Five-Year Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

3. Connecticut State Library

Mr. Bingham introduced the following individuals in attendance from the Connecticut State Library: Kendall Wiggin, State Librarian; and Louise Carey, Human Resources/Affirmative Action Manager.

The Connecticut State Library's plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has met substantially all of its program goals; no hires or promotions occurred during the reporting period; and the agency has substantially addressed deficiencies noted by the commission in prior plan reviews. Approval History:

2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

4. Capital Community College

Mr. Bingham introduced the following individuals in attendance from the Capital Community College: Rita Kelley, Affirmative Action Officer; and Lester Primus, Dean of Administration.

Capital Community College's plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve such goals; and the agency has substantially addressed deficiencies noted by the commission in prior plan reviews.

Goal Achievement: Short-term goal achievement 1 out of 1 possible goal or 100%. There were no long-term goal achievements. Total goal achievement: 1 out of 1 possible total goal or 100%. Promotion goal achievement: 1 out of 3 possible goals or 33.3%. Five-Year Approval History: 2009 disapproved, 2008 conditionally approved, 2007 disapproved, 2006 disapproved and 2005 approved.

5. Department of Social Services

Mr. Bingham introduced the following individuals in attendance from the Department of Social Services: Claudette Bollier, Deputy Commissioner; Astread Ferron-Poole, Director, Affirmative Action; and Len Erazmus, Equal Employment Opportunity Manager.

The Department of Social Services's plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve such goals; and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: Short-term goal achievement: 19 out of 40 possible goals or 47.5%, No long-term goals were set. Total goal achievement: 19 out of 40 possible total goals or 47.5%. Promotion goal achievement: 9 out of 14 or 64.3%. Five-Year Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

Chairperson Norton requested a motion to accept staff recommendations for approval of all five affirmative action plans and for the Board of Trustees of Community Colleges, Connecticut State Library, Capital Community College and

Department of Social Services to retain their annual filing status, and for the Commission on the Deaf and Hearing to retain its biennial filing status.

A motion was made by Commissioner Pestana and seconded by Commissioner Clarke to accept staff recommendations for approval of all five plans (Commission on the Deaf and Hearing Impaired, Board of Trustees of Community Colleges, Connecticut State Library, Capitol Community College and the Department of Social Services) and that the agencies retain their current filing status. All Commissioners approved, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

Staff Recommendations: **Conditional Approval**

1. Charter Oak State College
2. Division of Special Revenue

1. Charter Oak State College

Mr. Bingham introduced the following individuals in attendance from Charter Oak State College: Cliff Williams, Chief Financial and Administrative Officer; and Ed Klonoski, President.

Charter Oak State College's plan was recommended for conditional approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve such goals; and the agency has substantially addressed deficiencies noted by the commission in prior plan reviews.

Goal Achievement: 1 out of 4 possible short-term goals or 25%. There were no long-term goals. Total goal achievement: 1 out of 4 possible total goals or 25%. There were no promotion goals. 5 out of 6 program goals were met or 83%. Five-Year Approval History: 2009 disapproved, 2008 approved, 2007 approved 2006 conditionally approved and 2005 disapproved.

Chairperson Norton requested a motion to accept the staff recommendation for conditional approval of the affirmative action plan for Charter Oak State College, which includes retaining annual filing status.

A motion was made by Commissioner Pestana and seconded by Commissioner Clarke to accept the staff recommendation for conditional approval and retention of annual filing status for Charter Oak State College. All Commissioners approved, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

2. Division of Special Revenue

Mr. Bingham introduced the following individual in attendance from the Division of Special Revenue: Bette Jenak, HR Specialist.

The Division of Special Revenue's plan was recommended for conditional approval based on compliance with the following: the plan contains all elements required; there were no hires during this reporting period; and the agency has substantially addressed deficiencies noted by the commission in prior plan reviews. Five-Year Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 disapproved and 2005 approved.

Chairperson Norton requested a motion to accept the staff recommendation for conditional approval of the affirmative action plan for the Division of Special Revenue, which includes retaining annual filing status.

A motion was made by Commissioner Mambruno and seconded by Commissioner Wrice to accept the staff recommendation for conditional approval and retention of annual filing status for the Division of Special Revenue. All Commissioners approved, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

Staff Recommendations: Disapproval

1. Manchester Community College

Mr. Bingham introduced the following individuals in attendance from Manchester Community College: Gena Glickman, President; Debbie Colucci, AA and Staff Development Coordinator; Descreen Petgrave, HR Specialist; and Deborah Wilson, Director of Human Resources/AAO.

Manchester Community College's plan was recommended for disapproval based on the following: the plan does not contain all elements required; the workforce, considered as a whole and by occupational category, is not in parity with the relevant labor market area; the agency has not met all or substantially all of its hiring/promotion and program goals; the agency has not demonstrated every good faith effort to achieve such goals; and the agency has not substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: Short-term goal achievement: 7 out of 8 possible goals or 87.5%. Long-term goal achievement: 2 out of 5 possible goals or 40%. Total goal achievement: 9 out of 13 possible total goals or 69.2%. Promotion goal achievement: 6 out of 10 possible goals or 60%. Five-Year Approval History: 2009 disapproved, 2008 conditionally approved, 2007 conditionally approved (biannual review), 2007 disapproved (biannual review), 2006 approved and 2005 approved.

Chairperson Norton requested a motion to accept the staff recommendation for disapproval of the affirmative action plan for Manchester Community College which includes retaining annual filing status.

A motion was made by Commissioner Clarke and seconded by Commissioner Wrice to accept the staff recommendation for disapproval and retention of annual filing status for Manchester Community College. All Commissioners approved, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

IV. NEW BUSINESS

A. Renewal of Memorandum of Understanding with the Department of Transportation

Chairperson Norton requested a motion to accept staff recommendation to approve the renewal of the memorandum of understanding. A motion was made by Commissioner Mambruno and seconded by Commissioner Clarke to authorize Executive Director Brothers to renew the memorandum of understanding between the Commission and the Department of Transportation pursuant to CONN. GEN. STAT. § 46a-68k. All Commissioners approved, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

B. Request for Blanket Exemption from Contract Compliance Requirements by Area Cooperative Educational Services (ACES).

Chairperson Norton requested a motion to deny the request for a blanket exemption by ACES. A motion was made by Commissioner Pestana and seconded by Commissioner Mambruno to adopt Executive Director Brothers's recommendation that the request for a blanket exemption by ACES be rejected. All Commissioners approved the rejection of the request, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

V. DIVISION REPORTS

Executive Director Brothers responded to inquiries concerning the move of the central office. He had nothing new to report, but will inform everyone when something has materialized. He stated the Newsletter recently put out by Legal will keep regional offices as well as the Commissioners informed of upcoming events, and information concerning the Commission.

Executive Director Brothers suggested the next three Commission meetings (July, August and September) be held at the Legislative Office Building, since 21 Grand Street is undergoing construction by the Charter Oak Health Center which is expected to continue for several months and legislative sessions are over for the summer.

VI. EXECUTIVE SESSION

In accordance with CONN. GEN. STAT. § 1-225(c), it was moved by Commissioner Mambruno and seconded by Commissioner Wrice that the Commission adjourn into Executive Session, including inviting Executive Director Brothers and David Teed, Assistant Attorney General for a portion of the Executive Session, for the purpose of discussing pending litigation, the possible Commission-initiated complaint, the reopening request and personnel matters as they may arise. The motion carried unanimously with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion. All members of the public were excused from the Executive Session.

VII. RETURN TO REGULAR SESSION

At 4:30 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to return to Regular Session. The motion carried unanimously, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote. The Chairperson reported no votes were taken in the Executive Session.

VIII. VOTE ON EXECUTIVE SESSION ITEMS

A. Possible Commission Initiated Complaint

Chairperson Norton requested a motion to initiate a complaint against Paul Rosow and Robert Kozikowski. A motion was made by Commissioner Mambruno and seconded by Commissioner Wrice to initiate a complaint against Paul Rosow and Robert Kozikowski. All Commissioners approved, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

B. Reopening request in Howard Brown v. Citibank, N.A., CHRO Case No. 0930150

Chairperson Norton requested a motion to approve the reopening request for Howard Brown v. Citibank, N.A., CHRO, Case No. 0930150. A motion was made by Commissioner Pestana and seconded by Commissioner Clarke to adopt Executive Director Brothers's recommendation and reopen the matter of Howard Brown v. Citibank, N.A., CHRO, Case No. 0930150. All Commissioners approved, with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote on the motion.

IX. ADJOURNMENT

There being no further business to come before the Commission, it was moved by Commissioner Mambruno and seconded by Commissioner Pestana to adjourn the meeting at 4:40 p.m. The motion carried unanimously with the exception of Commissioner Niles who abstained. Chairperson Norton did not vote.