

**URBANA HUMAN RELATIONS COMMISSION
MINUTES
November 10, 2010**

MEMBERS PRESENT: Frances Rigberg Baker, Daniel Larson, Peter Resnick (via web conference), Eric Smith, Rizwan Uddin

MEMBERS NOT PRESENT: Carol Bradford, Rita Haber, Lisa Mosley, Aisha Lamb Sobh

STAFF PRESENT: Todd Rent

I. CALL TO ORDER AND ROLL CALL

Chair Larson called the meeting of the Urbana Human Relations Commission to order at 5:35 p.m.

II. APPROVAL OF AGENDA

Mr. Uddin made a motion to approve the agenda. Ms. Rigberg Baker seconded the motion. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

III. APPROVAL OF MINUTES

The minutes of the meeting of October 13, 2010 were reviewed. Ms. Rigberg Baker made a motion to approve the minutes as submitted. Mr. Smith seconded the motion. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

IV. PUBLIC PARTICIPATION

There was none.

V. OLD BUSINESS

A. A & R Mechanical Contractors – EEO Certification Form

Mr. Rent began the discussion on this item. With regards to discussion at the previous meeting, he stated that A & R Mechanical had attempted to demonstrate a good-faith effort to comply with City of Urbana E.E.O. policy by submitting copies of the following:

- letters to the Plumbers & Pipefitters Local Union #149 and to the Sheet Metal Workers Local #218
- a copy of its E.E.O. and Affirmative Action policy
- copies of job postings for the positions of delivery person and administrative associate.

Further, Mr. Rent reported that conversations between himself and A & R Mechanical had revealed that A & R Mechanical is a “closed shop” that can only hire from the pool of candidates sent them by the union halls.

Commission discussion followed.

Mr. Rent recommended that a six-month provisional certification be granted to A & R Mechanical based on their good-faith effort to comply with City E.E.O. policy.

Chair Larson recognized that Mr. Resnick’s motion from the October meeting (“that the Commission issue a notification to A & R Mechanical of an initial determination of non-compliance with the City’s EEO guidelines, denying the six-month provisional approval as recommended by staff,”¹) remained in postponement. Mr. Resnick made a motion to revive the aforementioned motion. Ms. Rigberg Baker seconded the motion. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously. Commission and staff discussion followed regarding the issuance of a finding of non-compliance versus the issuance of a six-month provisional certification to A & R Mechanical.

Following the above referenced discussion, Mr. Resnick restated his motion from the October meeting, referenced above, which had at that meeting been seconded by Ms. Mosley. With no further discussion, Chair Larson called for a roll-call vote. Roll was taken and the votes were as follows:

Baker – nay	Smith – nay
Larson – nay	Uddin – nay
Resnick – aye	

The motion failed.

Ms. Rigberg Baker made a motion that the Human Relations Commission approve A & R Mechanical for a six-month provisional certification. Mr. Uddin seconded the motion. Following Commission discussion and questions, Chair Larson called for a voice vote. All voted aye. The motion carried unanimously and A & R Mechanical Contractors was granted a provisional certification for a six-month period.

B. Martin Luther King, Jr. Award

Mr. Rent introduced this item to the Commission. City staff sought approval from the Commission to proceed with a proposal to combine the awards issued from the three participating governmental entities (City of Urbana, City of Champaign, Champaign County) into one set of combined awards.

Following a brief discussion, Mr. Smith made a motion that the Commission grant its approval to the Human Relations Officer to proceed with a program consisting of one award for the present year. Ms. Rigberg Baker seconded the motion. With

no further discussion, Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

VI. NEW BUSINESS

A. IDOT Traffic Stop Study Session

Mr. Rent introduced this item to the Commission. City staff recommended extending an invitation to C-U Citizens for Peace & Justice to present its findings on this study to the Commission at a future date. Staff sought a consensus from the Commission regarding the same. Discussion followed, during which time questions from the Commission were addressed by Mr. Rent. Following discussion, Chair Larson conveyed to staff the Commission's approval with regards to the aforementioned. Further, Mr. Resnick suggested a joint meeting of the Commission and the Civilian Police Review Board on this subject.

B. Discussion of Broadband Contracting Requirements

Mr. Rent introduced this item to the Commission and began discussion with input from Mr. Resnick. City staff sought approval from the Commission to proceed with the ongoing broadband project in the cities of Champaign and Urbana and at the University of Illinois, by utilizing the E.E.O. contract compliance policies of the University of Illinois. Following discussion, Ms. Rigberg Baker made a motion to proceed with the broadband project, using the University's E.E.O. policies. Following further discussion, Mr. Uddin seconded the motion. With no further discussion, Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

VII. STAFF REPORT

A. Approval of EEO Workforce Statistics

The EEO Workforce Statistics were reviewed for the following:

- Park-Mark, Inc.
 - Recommend 2 years
- Varsity Striping & Construction Co.
 - Recommend 2 years

A motion was made by Mr. Smith to approve Park-Mark, Inc. and Varsity Striping & Construction Co. for two years. Ms. Rigberg Baker seconded the motion. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

B. HRO Activity Report

Mr. Rent reviewed the monthly complaint activity report.

C. Budget Report

Mr. Rent reported that the budget was unchanged from the time of the last update at the October 2010 meeting.

VIII. ANNOUNCEMENTS

There were none.

IX. ADJOURNMENT

There being no further business to come before the Commission, Chair Larson declared the meeting adjourned at 6:50 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary

¹ Urbana Human Relations Commission Minutes October 13, 2010.