



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
June 4, 2015
Lobby Hearing Room, Rhodes Office Tower
Columbus, Ohio**

CALL TO ORDER

Chairman Hubert called the meeting to order at 9:30 a.m.

Commissioners Present:

Chairman Leonard Hubert
Commissioner Lori Barreras
Commissioner William W. Patmon, III
Commissioner Tom Roberts

A quorum was present.

OCRC Staff Present:

Keith McNeil, Regional Counsel/Director of Operations; Stephanie Bostos Demers, Chief Legal Counsel; Desmon Martin, Director of Enforcement and Compliance; Vera Boggs, Akron/Cleveland Regional Director; Aman Mehra, Columbus Regional Director; Kathy Haley Ross, Dayton Supervisor; Bradley Dunn, Reconsideration Supervisor; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert welcomed everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Barreras to approve the May 14, 2015 minutes. Second by Commissioner Roberts.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES

Motion carried.

CONFIRMATION OF STAFF FINDINGS

1. **Complainant's Request for Reconsideration – Vacate Original No Probable Cause Finding and Grant for Further Review**

Noah Zizer v. Whirlpool Corporation
COL71(41093)07082014
22A-2014-02658C

Sina Iranpour v. The Falls at Arlington Apartments
COLH1(41536)01152015
22A-2015-01691F

Marie Webster v. First Choice Agency
CLEA4(42597)08142014
22A-2014-02743C

Fair Housing Advocates Association v. New Hillwood I Associates, LLC dba Collinson Apartments, The Abel-Bishop and Clarke Realty Co. dba ABC Management and Paula Etling
CLEH3(37742)12302014 AMENDED
05-15-0417-8
22A-2015-00828F

Margaret Waters v. New Hillwood I Associates, LLC dba Collinson Apartments, The Abel-Bishop and Clarke Realty Co. dba ABC Management and Paula Etling
CLEH3(37805)02172015 AMENDED
05-15-0654-8
22A-2015-01158F

2. **Complainant's Request for Reconsideration – Vacate Original No Jurisdiction Finding and Grant for Further Review**

Marycatherine Krause v. State of Ohio Medical Board
COL71(41628)02272015
22A-2015-01601F

3. **Respondent's Request for Reconsideration – Grant for Further Review**

Miami Valley Fair Housing Center, Inc. v. Debra J. Nixon, Realtor; Oxford Real Estate, Inc; Jack and Jane Fryman, Owners
DAYH6(24646)10222014
05-15-0109-8
22A-2015-00290F

4. Complainant's Request for Reconsideration – Deny – Untimely

Quinton Osborne v. State of Ohio, Department of Rehabilitation and Correction
DAYA6(24508)08202014
22A-2014-03064C

5. Withdrawal of Charge with Settlement; Dismiss Forman Complaint – Submitted by the Ohio Attorney General's Office

Melody Gaston v. Comprehensive Care Services, Inc., dba Franklin Park Physical
Medicine
COL71(40584)10092013
22A-2014-00190C
Complaint No. 14-EMP-COL-40584

Kevin Roshon Houston v. American Electric Power Service Corporation
COL71(40737)01162014
22A-2014-00999C
Complaint No. 14-EMP-COL-40737

Walter Malick v. Brittany Commons Condominium Owners' Association
AKRH3(35916)07272011
05-11-1266-8
22A-2011-03617F
Complaint No. 12-HOU-AKR-35916

Lyndsay A. Nicholas v. Health Care Facility Management, LLC DBA Wood Glen
Alzheimer's Community
DAY71(23843)08292013
22A-2013-03405C
Complaint No. 14-EMP-DAY-23843

6. Ratify Conciliation Agreement and Consent Order; Dismiss Formal Complaint – Submitted by the Ohio Attorney General's Office

Miami Valley Fair Housing Center, Inc. v. Jack and Emogene Conley
DAYH6(23855)09132013
05-13-1489-8
22A-2014-01110F
Complaint No. 14-HOU-DAY-23855

7. Authorize the Ohio Attorney General to Initiate Action in Common Pleas Court – Submitted by the Ohio Attorney General’s Office

David and Sue Dunbar v. Richard W. and Linda Steiger Mussig
COLH3(37401)04112014
05-14-17800-8
22A-2014-01701F
Complaint No. 15-HOU-COL/AKR-37401

Fair Housing Advocates Association v. Richard W. and Linda Steiger Mussig
COLH3(37402)04112014
05-14-1699-8
22A-2014-01702F
Complaint No. 15-HOU-COL/AKR-37402

8. Probable Cause – Schedule Conciliation

Suraj Adekunle Adesanya v. State of Ohio, Department of Developmental Disabilities
COLA1(41176)081122014
22A-2014-02941C

Nathaniel Roy Hodoh v. Metaldyne Powertrain Components, Inc.
AKRB3(37644)10162014
22A-2015-00149C

David Moore v. Poling Foods, Inc. dba LaGrange IGA*
CLEA4(42828)12312014
22A-2015-01098C

* Split recommendation; Probable Cause finding on the basis of Age and the issue of Harassment; No Probable Cause finding on the bases of Age and Retaliation and the issue of Termination.

9. Issue Formal Complaint

Britney M. Robinson v. Ocean Nails Spa, Inc.
AKRE3(37705)12012014
22A-2015-00642F

Fair Housing Advocates Association v. New Hillwood I Associates, LLC dba Collinson Apartments; The Abel-Bishop and Clarke Realty Co. dba ABC Management; Paula Etling, and Shannon Valenti
CLEH3(37598)09112014 AMENDED
05-14-1658-8
22A-2014-03008F

Issue Formal Complaint – continued

Miami Valley Fair Housing Center, Inc. v. Villas of Englewood, LLC; George Panagoulas, Owner; Carol M. Taylor, Manager
DAYH6(24392)06192014
05-14-1188-8
22A-2014-02634F

10. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause – Close

Zenon Chaikovsky v. Rock Ohio Caesars Cleveland, LLC dba Horseshoe Casino
CLEG4(42528)06262014
22A-2014-02305F

11. Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close

Malikah Prayear v. Greens Nursing and Assisted Living, LLC dba The Greens Nursing and Rehabilitation – The Greens
CLEB4(42795)12282014
22A-2015-00817C

Lavell Blue v. David J. Hanna and Ken Hanna
CLEH4(42912)03312015 AMENDED
05-15-0749-8
22A-2015-01468F

Jeremiah Waseleski v. Covelli Enterprises, Inc. dba Panera Bread
CLEB4(42952)05052015
22A-2015-01837C

Patti Held v. Janet Staller, Kurt Crouse, Buckeye Motel*
CLEH3(37795)02082015
05-15-0788-8
22A-2015-01102F

* Split recommendation; Ratify Conciliation Agreement and Consent Order Prior to a Final Determination on the basis of Disability and the issue of Steering; No Probable Cause finding on the basis of Race and the issue of Steering; No Probable Cause finding on the basis of Disability and the issue of Discouragement of Occupancy.

Brenda Sotcan v. EMC Properties II, Elias L. Corpas and Becky Compton
ADRH3(37787)01262015
05-15-0484-8
22A-2015-01024F

**Ratify Conciliation Agreement and Consent Order Prior to Final Determination –
Close – continued**

Donna Sterrick v. Mihai Cojocaru and Sonja Cojocaru
ADRH4(42926)04092015
05-15-0759-8
22A-2015-01591F

Housing Opportunities Made Equal v. Dale and Beverly Varney, Owners; Tina Bechman
ADRH6(24894)03022015
05-15-0616-8
22A-2015-01409F

Housing Opportunities Made Equal v. Harkavy Management Services
ADRH6(24970)04012015
05-15-0711-8
22A-2015-01569F

Nadine Dickerson v. Ricore Investment Management, Inc.
ADR76(24995)04142015
22A-2015-01770C

Kimberly Southerland v. In Living Support/Tailored Training Services
ADR76(24998)04142015
22A-2015-01766C

12. Withdrawal of Charge with Settlement

Tharine A. Robinson v. Twin Tier Hospitality LLC dba Double Tree by Hilton
COL71(41218)09022014
22A-2015-00108C

Tracy Tartt v. Community Housing Network
COL71(41279)09292014
22A-2015-00347C

Sharon Watson v. State of Ohio, Department of Medicaid
COLA1(41732)04152015
22A-2015-01883C

Cereda Blanchard v. Mercy St. Vincent Medical Center
TOL72(36726)08212014
22A-2014-02738C

Olga Volkova v. Wildcat X dba Woods of Fairlawn and Kimberly Roberto
AKRH3(37797)02092015
05-15-0583-8
22A-2015-01150F

Withdrawal of Charge with Settlement – continued

Gregg Putzbach v. Crestwood Mgmt LLC
CLE74(42889)03112015
22A-2015-01365C

Michael Lynn Letts v. Sunrise Senior Management, Inc.
DAYB6(24538)09032014
22A-2014-03080C

Anthony Brown v. Feintool of Cincinnati, Inc.
DAY76(24565)09182014
22A-2014-03130C

Anthony Brown v. CM Temporary Services, Inc.
DAY76(24566)09182014
22A-2014-03129C

Teana Rucker v. Securitas Security Services USA, Inc.
DAY76(24785)01122015
22A-2015-01260C

DeMeco Anderson v. City of Cincinnati, Police Department
DAY76(24806)01262015
22A-2015-01066C

Vicki Lair v. Sinclair Community College
DAYA6(24850)02122015
22A-2015-01380C

Don R. Fairfax v. Hogan Transportation Services
ADR71(41588)02112015
22A-2015-01864C

Kevin Nickolas v. Discover Financial Services
ADRB1(41629)02272015
22A-2015-01689C

Sean Collins v. Specialized Express, LLC
ADRB1(41634)03052015
22A-2015-01814C

Jacquetta Johnson v. Pier 1 Imports (U.S.), Inc.
ADR71(41681)03202015 AMENDED
22A-2015-01679C

Paula L. Napolet v. CareStar
ADRB1(41692)03252015
22A-2015-01676C

Withdrawal of Charge with Settlement – continued

Peter Maurer, Jr. v. Plaza Senior Village Apartments; Kathy Kutzle, Complex Manager;
Premier Management, LLC; Bryan Senior Village, LTD.

ADRH2(37145)04212015

05-15-0779-8

22A-2015-01750F

Edward Grdic v. Famicos Foundation

ADRG4(42752)12012014

22A-2015-00569F

Kelly Marie Schwartz v. Bedford Metal Recycling, Inc.

ADRE4(42847)02172015

22A-2015-01208F

13. Withdrawal of Charge – Grant

Eric Russell v. OhioHealth Corporation

COLB1(41353)11062014 Amended

22A-2015-00707C

Ona Lewis v. MetLife Disability (Online)

COLB1(41768)04302015

22A-2015-01949F

Jodi J. Johnson v. City of Rossford Police Department

TOL72(36741)08272014

22A-2014-02805C

Allison Zorn v. Securitas Security Services USA, Inc.

TOL72(36744)08272014

22A-2014-02810C

Jodi J. Johnson v. City of Rossford Police Department

TOL72(36766)09112014

22A-2014-02902C

Eric Murray v. Ohio Gratings, Inc.

AKR73(37825)02272015

22A-2015-01309C

Eric Murray v. Ohio Gratings, Inc.

AKR73(37856)03202015

22A-2015-01496C

Withdrawal of Charge – Grant – continued

Eric Murray v. Ohio Gratings, Inc.
AKR73(37882)04032015
22A-2015-01548C

Rashea Bronaugh v. Winton House Senior Apartments, LP, Jay Windham, Regional
Property Supervisor, Patricia Baker, Manager, Darren Boggs, Maintenance, Tenants
Darlene Gregory and William Behanan
DAYH6(24895)03062015
22A-2015-01911F

David Aaron v. Sandusky Transit
ADRG4(42875)02272015
22A-2015-01281F

David Aaron v. Sandusky Water Billing
ADRG4(42917)03302015
22A-2015-01472F

Nadine Dickerson v. Safeguard Security Services, Inc.
ADR76(24994)04142015
22A-2015-01937C

14. No Jurisdiction – Dismiss XNJ

Teresa Estep v. Winans Sanitary Supply Company dba Extras Staffing
COL71(41522)01072015
22A-2015-01325F

Janelle Samu v. Anheuser-Busch Companies
COL71(41574)12192014
22A-2015-00769F

Belinda Martinez v. Aids Resource Center Ohio, Inc., dba ARC Ohio
COL71(41586)02102015
22A-2015-01950F

Shelly Stull v. Express Packaging of Ohio, Inc.
AKR73(37866)03262015
22A-2015-01521C

Amon B. Willis v. State of Ohio, Department of Mental Health and Addiction Service
AKR73(37889)04072015
22A-2015-01561C

No Jurisdiction – Dismiss XNJ – continued

Angelina Conner v. Morrison Health Care, Inc.
AKR73(37894)04082015
22A-2015-01573C

Amon B. Willis v. State of Ohio, Department of Mental Health and Addiction Services
AKR73(37897)04112015
22A-2015-01599C

Larry Scott Knight v. J & B Fleet-Industrial Supply, Inc.
AKRB3(37906)04202015
22A-2015-01725C

Syanne Stewart v. Mr. Chicken, Inc.
AKRB4(42915)03242015
532-2015-01300C

William Benton v. Wellington Implement
CLEB4(42861)02242015
22A-2015-01250C

Roger Shaffer v. Alfe Heat Treating and Alfe Corporate Group
CLEE4(42981)04082015
22A-2015-01967F

David Aaron v. City of Sandusky, Police Investigations Unit
CLEG4(42960)05072015
22A-2015-01859F

David Aaron v. Erie County Job and Family Services – Mary Aaron
CLEE4(42961)05072015
22A-2015-01860F

15. Administrative Closure

Greg Kennedy v. Sterling Jewelers, Inc.
AKR73(37830)03052015
22A-2015-01323C

Shawna Kifer v. Euclid Universal
CLE74(42746)11262014
22A-2015-00565C

16. No Probable Cause – Dismiss

Brett Rucker v. Byers Enterprises, Inc. dba Hertz Rental Car
COL71(41132)07212014
22A-2014-02592C

Margie Howard v. State of Ohio, Rehabilitation and Corrections
COL71(41137)07242014
22A-2014-02930C

Margie Howard v. Aramark
COL71(41138)07242014
22A-2014-02925C

Michelle Robbins v. Capitol Foods, Inc.
COL71(41141)07242014
22A-2014-02937C

Eric Martin v. Lifecare Alliance
COL71(41142) 07242014
22A-2014-02938C

Juanita Rosvanis v. Adecco USA, Inc.
COL71(41161)08012014
22A-2014-02900C

Juanita Rosvanis v. Honda of America Mfg., Inc.
COL71(41162)08012014
22A-2014-02892C

Benitta N. Johnson v. State of Ohio, Department of Rehabilitation and Correction
COL71(41167)08042014
22A-2014-02893

Denise Brown v. NGL Warehouse, LLC dba Network Global Logistics, LLC
COL71(41173)08112014
22A-2014-02809C

Wayne D. Bowman v. Honda of America Mfg., Inc.
COLB1(41181)08072014
22A-2015-00225C

Susan McLaughlin v. Millennium Community School
COLB1(41182)08072014
22A-2014-02988C

Valerie Lynette Bass v. Central Ohio Mental Health Center
COL71(41183) 08072014
22A-2014-02808C

No Probable Cause – Dismiss – continued

Juanita Rosvanis v. Adecco USA, Inc.
COL71(41185)08152014
22A-2014-02978C

Juanita Rosvanis v. Honda of America Mfg, Inc.
COL71(41186)08152014
22A-2014-02980C

Ebone' Christal Roshell Mangum v. Chipotle Mexican Grill
COL71(41191)08202014
22A-2014-02976C

Jason Remi Ndremizara v. State Auto Property and Casualty Insurance Company dba
State Auto
COLA1(41192)08112014
22A-2014-02965C

Justin Harden v. New Life Management dba Villages at Eden Crossing
COL71(41198)08212014
22A-2014-02974C

Juanita Rosvanis v. Adecco USA, Inc.
COL71(41204)08252014
22A-2014-02961C

Juanita Rosvanis v. Honda of America Mfg, Inc.
COL71(41205)08252014
22A-2014-02962C

Diarra Litmon-Jackson v. American Showa, Inc.
COL71(41235)09082014
22A-2015-00068C

Brandon M. English v. American Air Furnace Company
COL71(41331)10302014
22A-2015-00418C

Erin Elizabeth Hindel v. State of Ohio, Department of Rehabilitation and Correction
COL71(41347)10282014
22A-2015-00613C

Pamela N. Crawford v. Olshan Properties fna Mall Properties, Inc. dba Residence Inn by
Marriott Columbus at Easton
COLG1(41348)10282014
22A-2015-00774C

No Probable Cause – Dismiss – continued

Ingrid D. Burton v. State of Ohio, Department of Youth Services
COLA1(41351)10312014
22A-2015-00611C

Brian Hanthorn v. State of Ohio, Department of Health
COL71(41402)11072014
22A-2015-00479C

Japheth Thomas Siwo v. Bricker & Eckler LLC
COL71(41410)11122014
22A-2015-00713C

Michelle M. Reynolds-Parra v. City of Columbus – Division of Police
COL71(41419)11132014
22A-2015-00717C

Ericka M. Goshay v. Frank Brunckhorst Co LLC
COL71(41426)11152014
22A-2015-02010C

Carolyne Crockett-Harris v. ODRC
COLB1(41435)11192014
22A-2015-00934C

Annissa Jordan v. Chipotle Mexican Grill, Inc.
COL71(41453)12012014
22A-2015-00791C

David Peterson v. Fred Meyer Jewelers, Inc.
COLA1(41462)12032014
22A-2015-01870C

Michael Hatfield v. Kroger
COLB1(41543)01222015
22A-2015-01247C

Charles Bryan Alexander v. Kunz, Leigh & Associates
COLA1(41570)01282015
22A-2015-01142C

Bridget Bailey v. Directions for Youth and Families, Inc.
COLB1(41610)02232015
22A-2015-02012C

No Probable Cause – Dismiss – continued

Linda Robinson v. Innovative Dialysis Systems of Toledo, Ltd.dba Northwest Ohio
Dialysis

TOL72(36684)07302014

22A-2014-02602C

John Hobbs III v. Ohio State Barber Board

TOL72(36701)08142014

22A-2014-02695C

Katrina Washington v. Atrium Living Centers, Inc. dba Darlington Nursing and
Rehabilitation Center

TOL72(36714)08182014

22A-2014-02714C

Jackie L. Swyers v. University of Toledo Physicians, LLC

TOL72(36716)08192014

22A-2014-02718C

LaShay Abrams v. Ohlman Farm & Greenhouse, Inc.

TOL72(36708)08152014

22A-2014-02708C

Travis Williams v. Chipotle Mexican Grill, Inc.

TOL72(36720)08202014

22A-2014-02722C

Dominque Carroll v. Mobis North America, LLC

TOL72(36721)08202014

22A-2014-02723C

Patrick Chaney v. City of Toledo, Water Distribution

TOL72(36723)08202014

22A-2014-02725C

Veronica Phillips v. Lutheran Home Society, Inc.

TOL72(36747)08282014

22A-2014-02819C

William A. Pierce v. The Shelly Company

TOL72(36748)08292014

22A-2014-02820C

Kelly Manteuffel v. Spartan Mongo Management, Inc. dba BD's Mongolian Grill

TOL72(36749)09022014

22A-2014-02821C

No Probable Cause – Dismiss – continued

Cheryl Y. Townsend v. Embassy Darlington, LLC
TOL72(36752)09052014
22A-2014-02833C

Jolene Taylor v. State of Ohio, Department of Transportation
TOL72(36756)09082014 AMENDED
22A-2014-02837C

Ericka A. Johnson v. Lutheran Homes Society, Inc.
TOL72(36757)09082014
22A-2014-02838C

Jeremy L. Deer v. Ottawa Hills Burger Group LLC dba Five Guys Burgers & Fries
TOLA2(36789)09222014
22A-2014-03049C

Victoria Emery et al v. WODA Wellington, LTD Partnership et al; Wellington Place
Apartments et al; Woda Management and Real Estate, LLC et al; The WODA Group,
LLC; Anita Promire, Property Manager
TOLH2(36790)09222014
05-14-1634-8
22A-2014-03050F

Tyrone Ursey v. American Steel Treating, Inc.
TOL72(36805)10012014
22A-2015-00034C

Shirley Reddick v. Goodwill Industries of Northwest Ohio, Inc.
TOLB2(36978)01152015
22A-2015-00900C

Jackie Gregory v. Next Step Resources of Ohio, Inc.
TOLA1(41273)09252014
22A-2015-00591C

William J. Stewart v. State of Ohio, Department of Taxation
TOLA6(24502)08182014
22A-2014-02990C

Christina R. VanDellen v. Gamescape, Inc.
AKRE3(37620)09252014
22A-2014-03112F

Johnny R. Rushin v. Canton City School District
AKR73(37647)10202014
22A-2015-00151C

No Probable Cause – Dismiss – continued

Kevin Bufington v. United Steelworkers of America, Local 2L
AKR73(37648)10202014
22A-2015-00152C

Kevin Bufington v. Maxion Wheels Akron LLC
AKR73(37649)10202014
22A-2015-00153C

Deena A. Smith v. Bajco North, LLC dba Papa John's Pizza
AKR73(37655)10242014
22A-2015-00189C

Nancy Turner v. Comp One, Ltd.
AKRB3(37667)11032014
22A-2015-00365C

Khori Baylor v. Stark Metropolitan Housing Authority
AKR73(37675)11062014
22A-2015-00380C

Ronald Reznak v. Packaging Corporation of America
AKRB3(37683)11122014
22A-2015-00389C

Shawnique Moore v. Bath Creek Healthcare Group, Inc.
AKR73(37684)11122014
22A-2015-00390C

Larry Jordan v. Sam's East, Inc.
AKR73(37735)12172014
22A-2015-00822C

Emerald N. Strong v. Infocision, Inc.
AKR73(37744)12302014
22A-2015-00844C

Deborah Lonzer v. Amber Homan and Akron Metropolitan Housing Authority
AKRH3(37761)01132015
05-15-0400-8
22A-2015-00914F

Jennifer Lydic v. Berlin Grande, LLC
AKR73(37804)02162015
22A-2015-01157C

No Probable Cause – Dismiss – continued

Scott Peters v. Georgia-Pacific LLC
AKRB3(37824)02272015
22A-2015-01308C

Marion Fread v. Overhead Door Corporation
AKRA3(37828)02262015
22A-2015-01321C

Margaret A. Clark v. Specialty Lubricants Corp.
AKR73(37838)03112015
22A-2015-01349C

Monique C. Harris v. Summit County Combined General Health District
AKRB3(37847)03152015
22A-2015-01358C

Walter Aho v. RTI International, Inc.
AKRA3(37849)03162015
22A-2015-01432C

Margaret A. Clark v. Lake Land Employment Group of Akron, LLC
AKR73(37853)03192015
22A-2015-01478C

Donald Long v. Bronze Stone, LLC dba Chestnut Memorial Park
AKRA3(37863)03252015
22A-2015-01509C

Donald L. Long v. Bronze Stone, LLC dba Mount Peace Cemetery
AKRA3(37878)04022015
22A-2015-01545C

Cheri S. Moore v. The Inn at University Village Limited
AKR73(37891)04082015
22A-2015-01564C

Geraldine Pardon v. Allstate Insurance Company and Chris Pike
AKRH4(42703)10242014
05-15-0493-8
22A-2015-00361F

Kathryn M. Cooley v. S. J. Thomas LLC dba Johnny's Diner
AKR74(42712)10302014
22A-2015-00222C

No Probable Cause – Dismiss – continued

Cheri S. Moore v. The Inn at University Village Limited
AKR74(42724)11102014
22A-2015-00386C

Wayne C. Hunter v. Workforce Services Unlimited, Inc.
DAY76(24740)12162014
22A-2015-00729C

Jonathan Melvin Moore v. Real Time Staffing Services dba Select Staffing
AKRA4(42768)12082014
22A-2015-00653C

Jonathan Melvin Moore v. Pilot Plastics, Inc.
AKRA4(42769)12082014
22A-2015-00652C

Alexis C. Ross v. Aspen Nursing Services Inc. dba Aspen Community Living
AKR74(42826)02032015
22A-2015-01040C

Karla M. Havergne v. ABM Janitorial Services
AKR74(42853)02232015
22A-2015-01235C

Clarinda Jackson v. Lake Park Tower OH, LLC
CLE74(42605)08202014
22A-2014-02749C

Daniel L. Stovall v. Louis Saliba, D.M.D., Inc.
CLEE4(42619)09022014
22A-2014-02826F

Clarinda Jackson v. Park Park Tower OH, LLC
CLE74(42623)09032014
22A-2014-02831C

Paul J. Breit v. The Visiting Nurse Association of Ohio of Mid-Ohio
CLEG4(42650)09222014
22A-2015-00022F

Samira Rogers v. Las Bonitas, Inc. dba Senorita Bonita's Mexican Grill & Cantina
CLEG4(42723)11072014
22A-2015-00356F

Mario A. Martinez Galaviz v. Windsor Mold USA dba Precision Automotive Plastics
CLE74(42798)01022015
22A-2015-00853C

No Probable Cause – Dismiss – continued

David Moore v. Poling Foods, Inc. dba LaGrange IGA*
CLEA4(42828)12312014
22A-2015-01098C

* Split recommendation; Probable Cause finding on the basis of Age and the issue of Harassment; No Probable Cause finding on the bases of Age and Retaliation and the issue of Termination.

Leon C. Meredith v. Downtown Croton, Inc. dba Oasis Pub & Grill
CLEE4(42836)02092015
22A-2015-01110F

Vincent C. Howard v. United Labor Agency, Inc.
CLE74(42837)02102015
22A-2015-01114C

Yolanda C. Tower v. State of Ohio, Department of Rehabilitation and Correction
CLE74(42897)03172015
22A-2015-01407C

Arnold W. Clark v. Mark A. and Leslie McDonald
CLEH4(42913)03312015
05-15-0735-8
22A-2015-01469F

John G. Golish v. Teamsters Local 436
CLEE4(42923)04082015
22A-2015-01530F

Lars Trent St. John v. Riser Foods dba Giant Eagle
CLE74(42935)04242015
22A-2015-01740C

Lars Trent St. John v. YWCA of Cleveland
CLE74(42945)05012015
22A-2015-01799C

Vanessa E. Sowards v. Erie Riders, LLC
CLEA1(41337)10202014
22A-2015-00360C

Tracy R. Henderson v. Agez and Stagez Childcare Center, Inc.
CLEA3(37760)01132015
22A-2015-00902C

No Probable Cause – Dismiss – continued

Patti Held v. Janet Staller, Kurt Crouse, Buckeye Motel*
CLEH3(37795)02082015
05-15-0788-8
22A-2015-01102F

* Split recommendation; Ratify Conciliation Agreement and Consent Order Prior to a Final Determination on the basis of Disability and the issue of Steering; No Probable Cause finding on the basis of Race and the issue of Steering; No Probable Cause finding on the basis of Disability and the issue of Discouragement of Occupancy.

Leslie Vance v. Mansfield City Schools
CLEA3(37796)02092015
22A-2015-01111C

Alfonzo P. Bush v. Omnicare, Inc.
CLE73(37854)03192015
22A-2015-01420C

Clark W. Brunson, Jr. v. Montgomery County Environmental Services
DAYA6(24489)08122014
22A-2014-02777C

Jocelyn Smith v. CareSource
DAY76(24522)08262014
22A-2014-03079C

Michael Manuel v. Greater Dayton Premier Management
DAYA6(24525)08292014
22A-2014-03084C

Ryane Davis v. AVI Foodsystems, Inc.
DAYB6(24530)09022014
22A-2014-03044C

Edward D. Barber v. Precision Finishing Systems LLC
DAY76(24553)09102014
22A-2014-03074C

Myranda Jade Cooper v. Mercy Health Partners-Western Ohio, Inc.
DAYB6(24559)09112014
22A-2014-03038C

Eli D. Downey v. Techmetals, Inc.
DAY76(24576)09232014
22A-2014-03140C

No Probable Cause – Dismiss – continued

Dale Hendrickson v. State of Ohio, Industrial Commission
DAYA6(24651)10232014
22A-2015-00324C

Natalie Sheppard v. Harrison Pavilion Nursing and Rehabilitation Center
DAY76(24772)01062015
22A-2015-00873C

Gregory Gall v. Cincinnati Bell Telephone Company
DAYB6(24854)02172015
22A-2015-01384C

James Price v. Smedley's Chevrolet
DAYB6(24837)02102015
22A-2015-01392C

Abdoulaye Ba v. Butler County Job and Family Services
DAY76(24855)02172015
22A-2015-01467C

Julianne M. Heckert v. 220 State St, Inc. (Shell/Subway)
DAY76(24856)02172015
22A-2015-01317C

Pamela R. Mackey v. State of Ohio, Department of Jobs and Family Services*
DAYA1(41887)08152014
22A-2014-02939C
*Commissioner Patmon recused himself from participation in this case

Lori J. Casey v. West Ohio Food Bank
DAY72(36703)08152014
22A-2014-02703C

Emily J. Stimmel v. West Ohio Food Bank
DAY72(36704)08152014
22A-2014-02704C

Marcie L. Wisniewski v. RNDC General, LLC
DAY74(42614)08252014
22A-2014-03089C

**MOTION by Commissioner Roberts to approve June 4, 2015 Confirmation Agenda.
Second by Commissioner Barreras.**

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES – Except for noted recusal

Motion carried.

STAFF BRIEFING

The Compliance Manager informed Commissioners that the Commission is in compliance with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04.

The Compliance Department, with the Executive Director’s approval, requests that the following case be deleted from today’s agenda:

Week 3, Page 2, Item II-A

Upon Reconsideration – No Probable Cause Dismiss

Robert Thompson v. County of Cuyahoga
CLE74(42548)07092014
22A-2014-02364F

The Charging Party and Counsel for Charging Party ask the Commission to reschedule their appearance for the June 25, 2015 Commission meeting due to their having an automobile accident in Cleveland this morning.

**MOTION by Commissioner Roberts to delete the foregoing captioned case from the June 4, 2015 agenda and reschedule the appearance for the June 25, 2015 Commission Meeting.
Second by Commissioner Patmon.**

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES

Motion carried.

APPEARANCES

1. Commissioner's Agenda, Week 3

Recommendation: Upon Reconsideration: No Probable Cause - Dismiss

Aaron Calhoun v. Thrift Recycling Management, Inc. dba Discover Books
TOLB2(36636)07012014
22A-2014-02295C

Upon review of Charging Party's Request for Reconsideration, Bradley Dunn, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of No Probable Cause - Dismiss. Mr. Dunn, Charging Party, Counsel for Respondent and Representative for Respondent were present to discuss the case.

MOTION by Commissioner Roberts to uphold the Regional finding of No Probable Cause – Dismiss. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

2. Commissioner's Agenda, Week 3

Consideration of Administrative Law Judge's Report and Recommendation; Ohio Attorney General's Motion to Modify; Respondent's Statement of Objections; Respondent's Memorandum in Opposition to Ohio Attorney General's Motion to Modify; Ohio Attorney General's Response to Respondent's Objections – Direct the Ohio Attorney General's Office to Prepare the Final Order.

Commissioners' Agenda, Week 3

Administrative Law Judge Recommends Cease and Desist Order

Rebel Stroman v. State of Ohio, Department of Transportation
AKRB3(34738)11162009
22A-2010-03138C
Complaint No. 10-EMP-AKR-34738

Counsel for the Ohio Attorney General and Counsel for Respondent were present to answer Commissioners' questions.

MOTION by Commissioner Roberts to accept the Administrative Law Judge's Report and Recommendation; Deny Respondent's Statement of Objections and Direct the Ohio Attorney General's Office to prepare the Final Order with a benefit calculated on a base rate for 560 hours plus 1.5 times the base rate for the average hours of overtime earned by other employees in the seasonal part-time position, less interim earnings received by Charging Party. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	NO

Motion carried.

COMMISSIONERS' AGENDAS

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration – No Probable Cause - Dismiss

Douglas Pelmear v. The Henry County Bank
TOLF2(36976)01142015
22A-2015-00898F

Majken Casamatta v. Western Reserve Healthcare Co., LLC dba Mentor Woods
Skilled Nursing and Rehabilitation
CLEB4(42601)08182014
22A-2014-02745C

Tammie Lawson v. Cuyahoga Metropolitan Housing Authority
CLEB4(42658)10012014
22A-2015-00049C

MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 1 Commissioners' Agenda. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES

Motion carried.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration - No Probable Cause – Dismiss

Edward S. Farmer v. Adecco USA, Inc.
DAYB6(24425)07032014
22A-2014-02678C

Stephen Caples v. Franklin University
DAY71(41495)12172014
22A-2015-00982C

Stephen Caples v. Franklin University
DAY71(41496)12172014
22A-2015-00981C

2. No Jurisdiction – Dismiss

Deborah Parker v. Judge Sara Lioi
AKRH3(37867)03262015
22A-2015-01531F

Diana Winkle v. Justin T. Gray
DAYG6(24801)01082015
22A-2015-01072F

Patience Myers v. City of Middletown
DAYG6(24932)03222015
22A-2015-01622F

Sherry Green v. The Omega Church & The Omega School
DAYG6(24973)04032015
22A-2015-01560F

MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Week 2 Commissioners' Agenda. Second by Commissioner Roberts.

Roll Call vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration - Respondent's Request – Deny

Leslie and Andrea Terrell v. Robert D. Mooney, Jr. and Kathleen Mooney
AKRH5(42797)12302014
22A-2015-00846F

2. Findings Upon Reconsideration – No Probable Cause – Dismiss

Walter Frazier, Jr. v. Lightner Tire Co.
COL73(37556)07242014
22A-2014-02581C

Noah Zizer v. Whirlpool Corporation
COL71(41093)07082014
22A-2014-02658C

Noah Zizer v. Kelly Services
COL71(41094)07082014
22A-2014-02657C

3. No Jurisdiction – Dismiss

Theresa G. Foster-Johnson v. Federal Housing Finance Agency (FHFA) et al;
Edward DeMarco, Director
TOLH2(36750)09022014
22A-2014-02822F

Kenia Marie Wagner v. Special Needs Integrity, Inc.
CLEF4(42910)03272015
22A-2015-01460F

4. Consideration of Administrative Law Judge's Report and Recommendation – Direct the Ohio Attorney General to Prepare the Final Order

Administrative Law Judge Recommends Attorneys Fees

Catherine Craft v. Excel Property Management
AKRH3(34763)11302009
22A-2010-01575F
Complaint No. 10-HOU-TOL-34763

Commissioners' Agenda for Week 3 - continued

- 5. Consideration of Administrative Law Judge's Report and Recommendation; Respondent's Statement of Objections – Direct the Ohio Attorney General to Prepare the Final Order**

Administrative Law Judge Recommends Cease and Desist Order

Kathleen Sturgis v. Ayman Akel, Mahmood Abdelwahab
CLEH4(40302)05282010 AMENDED
22A-2010-03899F
Complaint No. 11-HOU-CLE-40302

- 6. Upon Remand from the Montgomery County Court of Common Pleas: Consideration of Administrative Law Judge's Amended Report and Recommendation; Respondent's Statement of Objections; Attorney General's Response thereto – Direct the Ohio Attorney General to Prepare the Final Order**

Administrative Law Judge Recommends Cease and Desist Order

Paulette R. Neer v. Feet First, Inc.
DAYE6(17651)03022006
22A-2006-19657F
Complaint No. 06-EMP-DAY-17651

- 7. Special Discussion Items**

- A. Proposed Policy and Procedure Plan for EEOC and HUD Deposits
- B. Proposed Policy and Procedure Plan for CIV Payment Card Program

MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 3 Commissioners' Agenda. Second by Commissioner Barreras.

Roll Call vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's Office introduced Imokhai Okolo who is working in their section as a law clerk.

Report from the Chief Legal Counsel

Stephanie Bostos Demers, Chief Legal Counsel, updated Commissioners on Senate Bill No. 134 (Cf.SB No. 349) and House Bill No.149. Chairman Hubert, Keith McNeil and Ms. Bostos Demers have been meeting with legislators and interested parties to discuss the legislation.

Report from Keith McNeil, Director of Operations and Regional Counsel

Keith McNeil thanked Chairman Leonard Hubert and Chief Legal Counsel Stephanie Bostos Demers for their opponent testimony to House Bill 149 before the House Financial Institutions, Housing and Urban Development Committee.

Brian Coston will be leaving our agency on June 12th to accept a position with the State of Ohio, Department of Medicaid. Brian has been an investigator in the Columbus regional office for 15 years, served as the lead union steward and worked on numerous committees that made a positive impact on many of our processes.

Enock ArkorfulBondzie, Robert Storm and Sam Jurgena are our new legal externs working in Central Office this summer. Enock and Sam are second year students at Capital University Law School and Robert is a second year student at the Ohio Northern University Pettit College of Law.

Remarks

Brian Coston thanked members of the Commission for the many opportunities he has had while working here. He is proud of the relationships he helped build between management and the bargaining unit employees and honored to have been a part of the agency.

Chairman Hubert thanked Brian for his service and noted he is also an excellent musician who performed at many Commission functions.

Chairman Hubert stated that Executive Director G. Michael Payton is doing well and hopes to return to work very soon.

Commissioner Barreras thanked Chairman Hubert for his many hours representing our agency before legislators and those we partner with in our mission.

MOTION by Commissioner Patmon for Commissioners to move from public session to executive session for the purpose of discussing personnel matters. Second by Commissioner Barreras.

Roll Call Vote:

Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William Patmon	YES
Chairman Leonard Hubert	YES

Motion carried

MOTION by Commissioner Roberts for Commissioners to return from executive session to public session. Second by Commissioner Patmon.

Roll Call Vote:

Commissioner Tom Roberts	YES
Commissioner William Patmon	YES
Commissioner Lori Barreras	YES
Chairman Leonard Hubert	YES

Motion carried

MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Roberts.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:25 am.


Commissioner