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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF JUNE 24, 2005

ORIGINAL

- - -

PROCEEDINGS

in the above-captioned matter, before the
Indiana Civil Rights Commission, Alpha
Blackburn, Chairperson, taken before me, Lindy
L. Meyer, Jr., a Notary Public in and for the
State of Indiana, County of Shelby, at the
Indiana Government Center South, Conference
Center, Room 5, 402 West Washington Street,
Indianapolis, Indiana, on Friday, June 24, 2005
at 2:15 o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

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APPEARANCES:

COMMISSION MEMBERS:

Alpha Blackburn, Chairperson
David C. Carter
John E. Garcia
Barry Baynard

INDIANA CIVIL RIGHTS COMMISSION
By Gregory Kellam Scott, Director/Secretary
(via telephone)
& Bruce A. Jefferson, Dep. Director
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, Indiana 46204
On behalf of the Commission.

OTHER COMMISSION STAFF PRESENT:

Barbara Dobbins
Robert D. Lange
Frederick Bremer
Edward Hess
Laura Walda
Ann Tan
David Pitcher

- - -

2:15 o'clock p.m.
June 24, 2005

- - -

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3 CHAIRPERSON BLACKBURN: The Indiana
4 Civil Rights Commission is now in public
5 session. You have your agenda in front of you,
6 and I presume there are no agenda requests, so
7 we'll go on to the minutes and approval
8 thereof. May I have a motion to accept?

9 COMM. CARTER: So moved.

10 CHAIRPERSON BLACKBURN: And a
11 second?

12 COMM. BAYNARD: Second.

13 CHAIRPERSON BLACKBURN: All in
14 favor?

15 COMM. CARTER: Aye.

16 COMM. BAYNARD: Aye.

17 COMM. GARCIA: Aye.

18 CHAIRPERSON BLACKBURN: Anyone
19 opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Thank you.
22 And then --

23 MS. DOBBINS: Madam Chair, I'm

1 sorry to interrupt you.

2 Judge Scott, are you there?

3 (No response.)

4 MS. DOBBINS: He's not back yet.

5 MR. LANGE: Well, let's go ahead.

6 MS. DOBBINS: Okay. Go ahead
7 without him? Okay.

8 CHAIRPERSON BLACKBURN: Yeah, he
9 can phone in his part when he gets back.

10 MS. DOBBINS: Okay.

11 CHAIRPERSON BLACKBURN: New
12 business, Title 910.

13 MR. JEFFERSON: Madam Chair, we've
14 got Fred Bremer to update us briefly on some
15 administrative rules that we have to get
16 recertified through the state. He's going to
17 give you a quick update on that. Under state
18 law, our administrative rules will sunset
19 automatically if we don't re-establish them,
20 and we're in the process of doing that.

21 CHAIRPERSON BLACKBURN: All right.

22 MR. JEFFERSON: Will you give us a
23 brief review of that, Fred?

1 MR. BREMER: Yes.

2 CHAIRPERSON BLACKBURN: We
3 definitely don't want to sunset our rules.

4 MR. JEFFERSON: No, it's a bad
5 thing.

6 MR. BREMER: The critical date is
7 December 10th of this year. Article 3, which
8 are the disability regulations, are set to be
9 sunsetted on that date. There is a procedure
10 by which this set of rules can be saved from
11 that by being re-enacted, so to speak,
12 readopted, and we have taken the first step to
13 do so by publishing a notice in the July --
14 well, it will come out in the July 1st issue of
15 the Indiana Register, notifying the public that
16 we're about to do this.

17 And then the next publication, which
18 can be no earlier than the September 1st
19 Indiana Register, will actually be a notice,
20 again, that these are going to be readopted
21 without change, that there will be a certain
22 date that will be established, which I trust
23 would be the September 23rd meeting, and a time

1 and a room.

2 And once there is a vote at that
3 meeting to adopt them, then we have until
4 December 10th to get notice of that published
5 in the Indiana Register, and they come out, of
6 course, at the beginning of each month, so we
7 have October and November and December. So,
8 that's --

9 CHAIRPERSON BLACKBURN: Okay.

10 MR. BREMER: -- the situation.

11 CHAIRPERSON BLACKBURN: Thank you
12 very much.

13 MR. BREMER: Okay.

14 CHAIRPERSON BLACKBURN: And the
15 arson fires.

16 MR. JEFFERSON: We -- some of you
17 have seen this in the Indianapolis Star, a news
18 report in regards to a recent arson on the
19 south side of the city. The Director, Judge
20 Scott, has been participating in some of the
21 dialogue that's going on with the race
22 relations network in the City of Indianapolis,
23 and I presume that will be an ongoing dialogue

1 as we examine what happened in that case, and
2 we'll be able to report further when we know
3 more, so --

4 CHAIRPERSON BLACKBURN: Okay.
5 Thank you very much.

6 We'll move now to the Committee
7 Reports.

8 MR. JEFFERSON: Under Committee
9 Reports, we have listed "Personnel." I want to
10 give an update on the staff comings and goings.
11 We have currently several staff vacancies.
12 That would include three investigator vacancy
13 positions; one program director position, which
14 is a supervisor of the Employment Investigation
15 Unit; and two administrative positions, which
16 are entitled Civil Rights Specialist 6
17 positions.

18 We have been actively interviewing for
19 the investigator position and the supervisor
20 position, and you will probably be hearing in
21 the next month or two about decisions that are
22 made after those interviews.

23 Last month we had one staffer leave.

1 That was Elvira Vasquez Carroll, who retired
2 May 31st, after 28 years with the State of
3 Indiana. We had celebrated her retirement last
4 month, and in fact we had a visit from the
5 Lieutenant Governor to acknowledge her service,
6 so that was a nice moment.

7 CHAIRPERSON BLACKBURN: Very good.

8 MR. JEFFERSON: I did want to also
9 acknowledge the interns that have been working
10 with us this summer. We haven't had them over
11 to introduce them to our Commissioners, and
12 they are -- we have three interns, and if you
13 are working with someone, would you please
14 stand up? And I'll start from the left and go
15 over. On the left is Laura Walda, and she
16 has -- is a Governor's Fellow, and she has been
17 working for the state really for a whole year
18 now. We've only had her for what, two or three
19 months?

20 MS. WALDA: Yeah, about three
21 months.

22 MR. JEFFERSON: Three months. So,
23 she, next Thursday, is finishing up her

1 Governor's Fellowship, and she's going to law
2 school at Indiana University in Bloomington for
3 a degree, law degree, and a Master's in public
4 administration.

5 Right?

6 MS. WALDA: Very good.

7 CHAIRPERSON BLACKBURN: Well,
8 congratulations.

9 MR. JEFFERSON: Next, we have David
10 Pitcher, who has -- is a summer intern with us.
11 He's a senior at Wabash University -- Wabash
12 College.

13 MR. PITCHER: Wabash College.

14 MR. JEFFERSON: I made a mistake
15 there; I'm sorry. He's an English major, and
16 he's been working with Judy Kochanczyk,
17 updating our Best Practices Manual and using
18 some of those writing skills here at the
19 agency, and so we've enjoyed his time here.

20 Recently engaged; is that true?

21 MR. PITCHER: That is true, yes.

22 MR. JEFFERSON: Okay. That's -- I
23 heard that. I'm not just saying that; okay?

1 And last, but not least, Ann Tan, and
2 she's been working on our grants, and Ann is a
3 graduate of the -- is it the University of
4 Singapore?

5 MS. TAN: National University of
6 Singapore.

7 MR. JEFFERSON: National University
8 of Singapore, with a degree of law?

9 MS. TAN: Uh-huh.

10 CHAIRPERSON BLACKBURN: And she is
11 starting in the fall, am I correct, at the IU
12 School of Law in Indianapolis? They have an
13 international Bachelor -- or Master's of Law
14 program?

15 MS. TAN: Master's of Law program.

16 MR. JEFFERSON: Master's of Law
17 program.

18 CHAIRPERSON BLACKBURN: What is it;
19 Master's of Law program?

20 MS. TAN: Yes.

21 MR. JEFFERSON: And they have all
22 been doing some great work for us at low pay,
23 but --

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(Laughter.)

MR. JEFFERSON: -- we appreciate it very much, and so I wanted to make sure that they got to intro -- or meet the important people at our Commission.

CHAIRPERSON BLACKBURN: Okay. Congratulations to you all.

MS. WALDA: Thank you.

CHAIRPERSON BLACKBURN: I'm glad you had some time you could devote to a very special portion of the law, and we hope the experience is good for you.

MR. PITCHER: Thank you.

MS. TAN: Thank you.

MS. WALDA: Thank you very much. We do, too.

MR. JEFFERSON: And that's all I have with personnel, unless there are questions.

CHAIRPERSON BLACKBURN: All right. The Financial Report.

MR. JEFFERSON: The Financial Report has been previously forwarded to you.

1 CHAIRPERSON BLACKBURN: Yes

2 (Ms. Walda left.)

3 MR. JEFFERSON: And Joan Essex is
4 on vacation this week, actually. If there are
5 questions, Ed Hess is here to answer any of
6 those questions.

7 CHAIRPERSON BLACKBURN: Does
8 anybody have a question on the Financial
9 Report?

10 (No response.)

11 CHAIRPERSON BLACKBURN: It's always
12 so well put together. Will you please convey
13 that to Ms. Essex, our appreciation?

14 MR. HESS: I sure will. Thank you.

15 CHAIRPERSON BLACKBURN: We have one
16 consent agreement. It's Prosser versus
17 Envirotech Extrusion, Inc. May I have a motion
18 to accept that agreement?

19 COMM. CARTER: So --

20 COMM. GARCIA: I move we accept.

21 COMM. CARTER: Second.

22 CHAIRPERSON BLACKBURN: All in a
23 favor?

1 COMM. CARTER: Aye.

2 COMM. BAYNARD: Aye.

3 COMM. GARCIA: Aye.

4 CHAIRPERSON BLACKBURN: Anyone

5 opposed?

6 (No response.)

7 CHAIRPERSON BLACKBURN: Thank you.

8 This month we had a number of cases of
9 no probable cause. They're listed in your
10 agenda. May I have a motion to dismiss those?

11 COMM. CARTER: So moved.

12 COMM. BAYNARD: Second.

13 CHAIRPERSON BLACKBURN: All in

14 favor?

15 COMM. CARTER: Aye.

16 COMM. BAYNARD: Aye.

17 COMM. GARCIA: Aye.

18 CHAIRPERSON BLACKBURN: Anyone

19 opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Thank you
22 very much. There was a failure to locate or to
23 cooperate in a number of cases, and they are

1 listed. May I have a motion to dismiss them?

2 COMM. BAYNARD: So moved.

3 COMM. GARCIA: Second.

4 CHAIRPERSON BLACKBURN: All in
5 favor?

6 COMM. CARTER: Aye.

7 COMM. BAYNARD: Aye.

8 COMM. GARCIA: Aye.

9 CHAIRPERSON BLACKBURN: Anyone
10 opposed?

11 (No response.)

12 CHAIRPERSON BLACKBURN: The cases
13 where the complaint was withdrawn and some
14 forwarded to mediation.

15 MS. DOBBINS: Have already been
16 mediated.

17 MR. LANGE: Already mediated.

18 CHAIRPERSON BLACKBURN: Oh, have
19 completed mediation?

20 MS. DOBBINS: Yes, ma'am.

21 CHAIRPERSON BLACKBURN: Thank you
22 for that clarification. So, there are 17 of
23 them, which now we can move dismissal of. May

1 I have a motion to do so?

2 COMM. CARTER: So moved.

3 COMM. GARCIA: Second.

4 CHAIRPERSON BLACKBURN: All in
5 favor?

6 COMM. CARTER: Aye.

7 COMM. BAYNARD: Aye.

8 COMM. GARCIA: Aye.

9 CHAIRPERSON BLACKBURN: Anyone
10 opposed?

11 (No response.)

12 CHAIRPERSON BLACKBURN: Thank you.

13 We lacked jurisdiction in no cases this
14 month, but we do have one of probable cause.
15 It is Bluiett versus J. Everett Light Career
16 Center, and I would like a motion to approve
17 the finding of probable cause in that case.
18 May I have a motion?

19 COMM. CARTER: So moved.

20 COMM. GARCIA: Second.

21 COMM. BAYNARD: Second.

22 CHAIRPERSON BLACKBURN: All in
23 favor?

1 COMM. CARTER: Aye.

2 COMM. BAYNARD: Aye.

3 COMM. GARCIA: Aye.

4 CHAIRPERSON BLACKBURN: Anyone

5 opposed?

6 (No response.)

7 CHAIRPERSON BLACKBURN: Thank you.

8 We'll move forward. The Report on
9 Appeals from Commissioners. We'll start with
10 Comm. Baynard.

11 COMM. BAYNARD: Yes, Madam Chair.

12 I have two cases, and I would like to recommend
13 to the Commission that we uphold the Director's
14 finding of no probable cause in the case of
15 Nguyen versus Navistar International and Sylvan
16 verses Madison Hospital.

17 CHAIRPERSON BLACKBURN: May I have
18 a motion to accept that recommendation?

19 COMM. CARTER: So moved.

20 COMM. GARCIA: Second.

21 CHAIRPERSON BLACKBURN: And all in
22 favor?

23 COMM. CARTER: Aye.

1 COMM. BAYNARD: Aye.

2 COMM. GARCIA: Aye.

3 CHAIRPERSON BLACKBURN: Anyone
4 opposed?

5 (No response.)

6 CHAIRPERSON BLACKBURN: Thank you.
7 Comm. Carter.

8 COMM. CARTER: Madam Chair, in the
9 cases of Bey versus A&R Security Services and
10 Harman versus Camotop Last, Incorporated, I
11 recommend that we uphold the Director's no
12 probable cause finding.

13 CHAIRPERSON BLACKBURN: May I have
14 a motion to accept that recommendation?

15 COMM. BAYNARD: So moved.

16 COMM. GARCIA: Second.

17 CHAIRPERSON BLACKBURN: All in
18 favor?

19 COMM. CARTER: Aye.

20 COMM. BAYNARD: Aye.

21 COMM. GARCIA: Aye.

22 CHAIRPERSON BLACKBURN: Anyone
23 opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: And
3 Comm. Garcia.

4 COMM. GARCIA: In both cases, Page
5 versus Division Seven and Robinson versus
6 Majestic Securities & Protection, Inc., it's my
7 recommendation that we uphold the Executive
8 Director's finding of no probable cause.

9 CHAIRPERSON BLACKBURN: May I have
10 a motion to accept that recommendation?

11 COMM. BAYNARD: So moved.

12 COMM. CARTER: So moved. Second.

13 CHAIRPERSON BLACKBURN: All in
14 favor?

15 COMM. CARTER: Aye.

16 COMM. BAYNARD: Aye.

17 COMM. GARCIA: Aye.

18 CHAIRPERSON BLACKBURN: Anyone
19 opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Did we have
22 a report on cases from Comm. Gibson or Kropf?

23 MS. DOBBINS: I do from

1 Comm. Gibson.

2 CHAIRPERSON BLACKBURN: All right.

3 MS. DOBBINS: Okay. In the cases,
4 and there's two cases of Robert Buggs versus
5 Schererville Police Department, and -- I'm
6 sorry; I wasn't quite ready for this -- and
7 Robert Buggs versus the Kerasotes Theater
8 Showplace 16, Comm. Gibson recommends that we
9 uphold the Director's finding of no probable
10 cause in both of those cases, and I have
11 another one, Gibbs versus Pharos Tribune, he
12 also recommends that we uphold the Director's
13 finding of no probable cause in all three of
14 those cases.

15 CHAIRPERSON BLACKBURN: May I have
16 a motion to accept the recommendation from
17 Comm. Gibson?

18 COMM. CARTER: So moved.

19 CHAIRPERSON BLACKBURN: A second?

20 COMM. GARCIA: Second.

21 CHAIRPERSON BLACKBURN: All in
22 favor?

23 COMM. CARTER: Aye.

1 COMM. BAYNARD: Aye.

2 COMM. GARCIA: Aye.

3 CHAIRPERSON BLACKBURN: Anyone
4 opposed?

5 (No response.)

6 CHAIRPERSON BLACKBURN: Thank you
7 very much.

8 In the case of Dillon versus Wabash
9 National Corp., it's a case that I had
10 reviewed. I would like to recommend to the
11 Commission that we uphold the Deputy Director's
12 finding of no probable cause. May I have a
13 motion to accept the recommendation?

14 COMM. CARTER: So moved.

15 COMM. BAYNARD: Second.

16 CHAIRPERSON BLACKBURN: All in
17 favor?

18 COMM. CARTER: Aye.

19 COMM. BAYNARD: Aye.

20 COMM. GARCIA: Aye.

21 CHAIRPERSON BLACKBURN: Anyone
22 opposed?

23 (No response.)

1 CHAIRPERSON BLACKBURN: Thank you
2 very much.

3 I'd like to assign to Commissioners
4 cases to review on appeal. Comm. Baynard,
5 Lebron verses Wintersong Village of Knox, Wynne
6 versus Metropolitan School District of Lawrence
7 Township. Comm. Carter, Jeffers versus Indiana
8 Department of Corrections Diagnosis Reception
9 Center -- those are two cases -- and Felder
10 versus IPL. Comm. Garcia, Payne versus
11 Southern Indiana Treatment Center, and Shippin
12 versus James Youngjohn. Comm. Gibson, I'll
13 take those two cases, and assign Comm. Kropf's
14 case to Vice-Chair Carter to please review, and
15 they are listed in the agenda.

16 Now, the Administrative Update.

17 MR. JEFFERSON: Judge Scott, are
18 you still on the line.

19 JUDGE SCOTT: I -- no, I am here.

20 MR. JEFFERSON: We're in the
21 section that's entitled "Director's Report."
22 There's three items under this section:
23 "Letter to the Editor, Indianapolis Star;

1 Special Committee Meeting, July 17th [and]
2 18th," and "Title 910, Employment
3 Discrimination Against Disabled Persons." And
4 Fred has given an update on the 910 -- the
5 Title 910 item, so if you wanted to say
6 anything about the letter to the editor or the
7 Commission meeting --

8 JUDGE SCOTT: Bruce, I'm actually
9 back.

10 MR. JEFFERSON: Okay. Do you want
11 to mention the letter to the editor of the
12 Indianapolis Star?

13 JUDGE SCOTT: Yes. I -- could I
14 let Fred go ahead so that he could leave and
15 pick up the work that he's been working on?

16 So, why don't you go ahead, Fred, and
17 speak of the Title 910, Employment
18 Discrimination Against Disable Persons?

19 MR. JEFFERSON: He did that update
20 at the beginning. It was under the New
21 Business also on the agenda, so Fred already
22 did that while you were out.

23 JUDGE SCOTT: Oh. Well, I

1 apologize.

2 MR. JEFFERSON: That's okay.

3 JUDGE SCOTT: That's good.

4 I believe you all have received a copy
5 of a letter that I wrote to the editor of the
6 Indianapolis Star in response to their series
7 of articles, eight articles in total, regarding
8 the status of education in Indiana.

9 Now, as we all know with newspapers, we
10 don't believe all that we read, but certainly
11 they raised questions, and questions that
12 deserve an answer and that deal with issues
13 most dear to all of us, and that is something
14 that touches upon the lives of our children and
15 our grandchildren.

16 And in that regard, that was the
17 impetus toward the letter that was written to
18 the newspaper. We provided you with the actual
19 letter that was written, and then what was
20 published, if only because the letter was
21 edited, but not to suggest that it shouldn't
22 have been. It probably could have been about
23 three paragraphs shorter.

1 But in any event, I wanted to raise
2 that in light of the conversations that, as the
3 new Director, that I've had with many who have
4 asked me questions as well regarding education
5 and did I see the series that appeared in the
6 newspaper, and I really do think this is an
7 area that the Commission -- at least I'm hoping
8 that the Commission will also deem it
9 appropriate to at least address that area.

10 And it may be that response from the
11 Department of Education, the response from the
12 teachers, the response from parents, the
13 response from students is sufficient so that we
14 feel that there's no need to utilize any more
15 time.

16 But I would also mention and ask you to
17 look in the statutory materials, that under our
18 statute, the Commission has the authority to
19 delegate and appoint, for lack of a better
20 phrase, blue ribbon panels, committees,
21 commissions, groups of citizens, to address
22 issues and to report back to the Commission.

23 And I'm hoping that's one way --

1 because certainly the members of the
2 Commission, who all have busy activities that
3 they're engaged in, otherwise they probably
4 wouldn't have been nominated to serve on the
5 Commission, but so that you don't have to
6 devote all of your time to address that, but we
7 can also have the benefit of citizens.

8 But also, more importantly, broaden the
9 reach of the interests and the concern, and
10 then hear what citizens might think regarding
11 certain matters, and then the Commission can
12 take that recommendation, report or other
13 information under advisement.

14 But our statute is very clear, and it
15 is so clear, I think it was the intention of
16 the legislature that we do that, that we
17 establish committees and groups for -- that can
18 carry some of the load and that it is not all
19 left on the shoulders of Commissioners, but
20 also I think that is important because that is
21 also part of the democratic process.

22 So, you now have the letter, and you
23 will have the articles, or you have them, and I

1 hope I did not step out of line. I did share
2 the letter with the Vice-Chair before sending
3 it in, and he felt that it -- that I shouldn't
4 be speaking for him because he's president, but
5 he did not deter me in any way, and I felt
6 encouraged by what he said when I shared the
7 letter with him.

8 CHAIRPERSON BLACKBURN: Thank you
9 very much, and before you tune out, I want to
10 thank you, too, for the updated handbook on
11 Indiana Civil Rights Laws. Is there anything
12 else you want to add?

13 JUDGE SCOTT: I think the only
14 other thing, I think I've mentioned the special
15 meeting. We will have a public notice that
16 will be published probably around July 12th, I
17 think it is, Barbara.

18 MS. DOBBINS: Yes, sir.

19 JUDGE SCOTT: Give notice, as is
20 appropriate, and as I said to Commissioners
21 before, I really think it is a meeting that
22 could be conducted without public notice or
23 without the public having an opportunity to

1 participate, but I think it's a fine line and
2 it's not a line I'd like to draw. I'd prefer
3 to err on the side of information being
4 provided to the public and allowing others to
5 participate.

6 CHAIRPERSON BLACKBURN: Okay.

7 JUDGE SCOTT: And I think that,
8 then, covers the Director's Report, other than
9 I might just very briefly mention that I think
10 we are picking up on our case load, as we
11 mentioned, Bruce and I, that because of some
12 changes in the form of the documents being used
13 and some of the work that we're having the
14 investigators do, that we were going to lose
15 some ground, but I think we're getting back to
16 where we were earlier. Bruce wanted an
17 opportunity to speak more specifically
18 regarding those numbers.

19 Thank you.

20 CHAIRPERSON BLACKBURN: All right.

21 Thank you so much, sir.

22 Next on our agenda is the Deputy
23 Director's Report.

1 MR. JEFFERSON: Thank you.

2 I wanted to point out a statistical
3 report that we distributed to you that -- and
4 the Judge had mentioned it -- the -- our
5 closure rate on investigations this month was
6 48 cases completed while 61 came in. That 48
7 is up from 31 from the month of April, so our
8 production is going back up again, which is
9 something we hoped would happen, and is
10 happening.

11 There's still a little gap there in
12 terms of intake versus completions of
13 investigations, and just based on how the
14 year's gone, really as an agency, we need to
15 complete about 60 investigations a month to
16 stay -- to stay even, and we're coming back.
17 We're up to about 50 now, two short of 50.

18 One of the things that is an issue here
19 is just filling some of the staff positions,
20 and once those get filled, I think we'll have a
21 little more capacity to complete cases,
22 particularly a supervisor position in the
23 Employment Unit, so hopefully that void will be

1 filled and production will come up soon.

2 There's -- under the ADR Unit, you have
3 the report from Steve Tilden that was given in
4 your package. Steve is on vocation this week
5 also, and you can look at that report, but the
6 Director, Judge Scott, asked me to take a look
7 at one thing, which is: For the year to date,
8 voluntary settlements for 2005, up to May 2005,
9 the total amount of value given to complainants
10 in settlements was, to this point, \$213,000,
11 and I compared that to 2004 at this same period
12 of time, and in May of 2004, the total value of
13 settlements for the ADR Unit was 82,000. So,
14 this year's been a good year.

15 I also compared 2003's, just to go back
16 two years, and as of May 2003, the ADR Unit had
17 settlement charges in the value of \$165,000 a
18 year. So, it looks like the ADR Unit has been
19 working hard and has received a lot of value
20 for complainants. There may be a natural
21 increase in settlements just based on salary
22 increases if there are salary increases
23 happening, so -- but Steve's got that in his

1 report, so I wanted to point that out.

2 And those are the things that I wanted
3 to make sure you knew of in regards to --

4 CHAIRPERSON BLACKBURN: Okay.

5 MR. JEFFERSON: -- case production,
6 and if you have questions, I'll try to answer
7 them.

8 JUDGE SCOTT: And Bruce, if I may
9 just add on that, with respect to the Director
10 of ADR's Report, he I went out and met with the
11 law professors at IUPUI, who have provided law
12 students to assist in that effort, and they
13 were very encouraged by what is occurring.

14 And we were also going to be creating
15 an advisory panel of individuals from the
16 corporate community and a separate advisory
17 panel for employers, and those individuals that
18 I've already spoken to to date who would sit on
19 both those groups have been encouraged by the
20 ADR effort that we have, and so that while the
21 best world would have that there are no
22 complaints so that we could have the
23 complainants at least receive some compensation

1 and receive it quicker than what would occur
2 through even the administrative process.

3 And so, I think that's one area that
4 we're hoping to encourage and continue to
5 encourage those engaged in filing the law to
6 take advantage of, but then also, more
7 importantly, we're hoping to get them involved
8 in practices that would not constitute
9 discrimination or violations of the rights of
10 those protected by the ADA or other statutes.

11 Thank you, Bruce.

12 MR. JEFFERSON: Thanks.

13 CHAIRPERSON BLACKBURN: Okay. Is
14 there some -- okay.

15 MR. JEFFERSON: That's all we have.

16 CHAIRPERSON BLACKBURN: Thank you
17 very much.

18 Are there any announcements?

19 (No response.)

20 CHAIRPERSON BLACKBURN: Hearing
21 none, I will entertain a motion to adjourn.

22 COMM. CARTER: So moved.

23 MR. JEFFERSON: Thank you.

1 MS. DOBBINS: Do you need anything
2 else?


3 JUDGE SCOTT: No. I just wanted to
4 thank all of the Commissioners and I want to
5 thank the interns.

6 - - -
7 Thereupon, the proceedings of
8 June 24, 2005 were concluded
9 at 2:40 o'clock p.m.
10 - - -

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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned
Court Reporter and Notary Public residing in
the City of Shelbyville, Shelby County,
Indiana, do hereby certify that the foregoing
is a true and correct transcript of the
proceedings taken by me on Friday, June 24,
2005 in this matter and transcribed by me.


Lindy L. Meyer, Jr.,

Notary Public in and
for the State of Indiana.

My Commission expires October 27, 2008.

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