



# STATE OF IOWA

Chester J. Culver, GOVERNOR  
Patty Judge, LT. GOVERNOR

IOWA CIVIL RIGHTS COMMISSION  
RALPH ROSENBERG  
EXECUTIVE DIRECTOR

## Minutes Iowa Civil Rights Commission August 14, 2008

- I. Roll Call— In person: Alicia Claypool; Debbie Gitchell; Tim Tutt; On Phone: Rich Eychaner; Connie Gronstal; Rick Morain;
- II. Recognition of Public and Press – Rachell Scott (Div. administrator, Commission on the status of Women; Roxanne Kitzman (EEOC)
- III. Iowa Civil Rights Commission ---Approval of July, Minutes—as emailed –hearing no objections, minutes approved with one correction---timing of this meeting was changed to start at 1:00
- IV. Commissioners' Reports and Subcommittee Reports  
Commissioner Alicia Claypool— attended July Postville rally; attended EEOC national origin workshop; will be doing lunch and learns with Society of Public Administrators, other groups.  
Commissioner Debbie Gitchell— situation in Ames. State fair  
Commissioner Connie Gronstal— met with local GLBT and Friends of GLBT groups—wanted an overview of the new SO-GI law;  
Commissioners Rick Morain and Rich Eychaner – no reports  
Commissioner Timothy Tutt – state fair; attended community immigration forum in June
- V. Executive Director's report.—upcoming meeting with IGOV; discussion on increase in housing—probably due to a combination of testing, ; referral of cases from agencies, or from Legal Aid; also mentioned subpoena bill already pre-filed;
- VI. Legislative or policy discussion
  1. Equal Pay act discussion—Rachel talked about how Harkin intends to push the federal bill
    - i. 2008 Wage equity study on the publications button on webpage of the Commission on Status of Women
    - ii. Looked at state employees—women making around ½ of what male managers make
    - iii. May ask AG for AG opinion on whether banning sharing salaries with other employees is an unfair labor practice; may also propose salaries of contractors.
    - iv. Connie wants to make equal pay a priority
  2. subpoena bill—already filed
  3. immigration bills in the wind
  4. task force on worker's rights may also be looking at mis-classification of workers. (classified as independent contractors vs. employees); thus some employers put other employers at a competitive disadvantage. In our civil rights world, we have jurisdiction over employees, but not workers hired as independent contractors
- VII. Next Meetings-- October 16<sup>th</sup>
- VIII. Adjournment

*Alicia Claypool*

*Apr. 12, 2010*