

**WASHINGTON STATE HUMAN RIGHTS COMMISSION  
COMMISSION MEETING MINUTES  
JANUARY 23, 2020 AT 9:30AM  
CONFERENCE CALL**

**ATTENDANCE**

**Commissioners:** Deborah Cook, Skylee Sahlstrom, Guadalupe Gamboa and David Hackney.

**Staff:** Sharon Ortiz, Executive Director; Cheryl Strobert, Deputy Director; Sharon James, Assistant Attorney General; Laura Lindstrand, Policy Analyst; Ana Sepulveda, Customer Service Specialist 2; Caleb Baldwin, Customer Service Specialist 2; and Deborah Gonzales, Commission Clerk.

**OPENING AND WELCOME**

Chair Cook chaired the meeting and called the meeting to order at 9:33AM.

**MEETING MINUTES**

The December 19, 2019 Minutes were approved. Commissioner Sahlstrom motioned to approve the minutes. Commissioner Gamboa seconded the motion.

**CASE CLOSURES**

The following cases were pulled prior to the meeting for additional review:

- Ali, Sakinah v. Vince's Italian Restaurant
- Ali, Sakinah v. Billy McHale's
- Calhoun, Landis v. Vince's Italian Restaurant
- Calhoun, Landis v. Billy McHale's
- Obregon, Adrienne v. Vince's Italian Restaurant
- Obregon, Adrienne v. Billy McHale's Restaurant
- Moon, David v. WA ST Department of Social & Health Services - AL TSA

Commissioner Gamboa made a motion to approve the cases for closure; Commissioner Sahlstrom seconded the motion and the motion was carried.

**LEGISLATIVE UPDATE**

Laura Lindstrand provided the legislative update.

Senate Bill 5165 involves discrimination on the basis of immigration status which would add a protected class to RCW 49.60. The bill has passed the Senate. It is now in the House Judiciary Committee. The agency has always included immigration status under national origin so it should not impact the agency in the number of cases received. There was no clear definition for immigration status provided in the bill.

Senate Bill 6034 would change the statute of limitations for pregnancy discrimination from 6 months to one year. It had a public hearing and is now going to the Rules Committee. A fiscal note is due since it will impact RCW 49.60.

Senate Bill 6169 creates a sexual harassment training registry which will be overseen by Labor & Industries.

Senate Bill 6182 requires closed captioning on televisions who have that capacity in all places of public accommodation. There would be a \$75 penalty fee for any entity who does not have the closed captioning. A fiscal note is due since it may impact our agency. It will be entering into executive session.

Senate Bill 6205 prevents harassment of long term care workers. Labor & Industries was designated as the lead agency. A workgroup involving our agency and Labor & Industries will explore the issue of sexual harassment of long term care workers. Since this will impact the agency, a fiscal note is due.

Senate Bill 6247 would provide protections under RCW 49.60 for domestic workers. This would be an exception to the 8 or more employee rule that is currently in the statute. Domestic workers would receive the protection of wage and hour laws, overtime rules, etc.

House Bill 1783 the office of equity passed the house with some amendments. The bill is pending review of the proposed amendments.

House Bill 2511 is a companion bill to Senate Bill 6247.

House Bill 2602 would include ethnic hairstyles under a broader category of race discrimination.

House Bill 2740 would protect workers who use marijuana. This would require the agency to view the use of medical marijuana as a reasonable accommodation, unless if they are under certain job categories. This would impact our agency and so a fiscal note is due.

### **EXECUTIVE REPORT**

Director Ortiz provided an update in regards to budget for additional investigators. There was discussion regarding contacting legislators for additional funding to assist the agency in handling a backlog of pending investigations.

Director Ortiz also attended a Martin Luther King rally in Spokane.

### **2019 COMMISSION MEETING SCHEDULE**

February 27, 2020 at 9:30AM:	Via Conference Call
March 26, 2020 at 9:30AM:	Via Conference Call
April 23, 2020 at 9:30AM:	Via Conference Call
May 28, 2020 at 9:30AM:	Mount Vernon, WA - tentative
June 25, 2020 at 9:30AM:	TBD

### **COMMISSIONER REPORTING**

Commissioner Hackney had his confirmation hearing this month.

Commissioner Gamboa received certification from the Governor's office to continue to serve in the agency.

**ADJOURN**

There being no further business, the meeting adjourned at 10:09AM.

Respectfully submitted by,  
Deborah Gonzales