

BRIAN SANDOVAL
Governor

DON SODERBERG
Director

KARA M. JENKINS
Administrator



COMMISSIONERS
Kevin E. Hooks, Chair
Tiffany Young, Secretary
Ivette A. Fernandez
Charlotte Centuori
Sean Higgins

MEETING MINUTES

Name of Organization: Nevada Equal Rights Commission

Date and Time of Meeting: Thursday, June 21, 2018
3:00 p.m.

Place of Meeting: Nevada Equal Rights Commission Office
1820 E. Sahara Ave., Suite 314
Las Vegas, NV 89104

Nevada Equal Rights Commission Office
1325 Corporate Blvd., Room 115
Reno, NV 89502

Commission Members Present: Chair Kevin Hooks, Tiffany Young, Secretary, and Charlotte Centuori

Commission Members Absent: Ivette Fernandez (excused), Sean Higgins (excused)

Others Present: Sophia Long, Deputy Attorney General, Kara Jenkins, Administrator, NERC; Lila Vizcarra, Chief Compliance Investigator/Outreach Specialist, NERC; James Rich, NERC Law Intern, UNLV Boyd School of Law; Coralie Peterson, Administrative Assistant III, NERC; Dennis Maginot, Compliance Investigator II; Laura Chiesa, Administrative Assistant II.

**Please note that all attendees may not be listed above.*

The following items may be taken out of order and/or items may be combined for consideration. Items may also be removed from the agenda or the Nevada Equal Rights Commission (Commission) may delay discussion relating to an item on the agenda at any time. Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Commission may refuse to consider public comment. See NRS 233B.126.

1. **Call to Order** -
Kevin E. Hooks, Chair

Chair Kevin Hooks called the meeting to order at 3:05 p.m.

2. Roll Call, Confirmation of quorum, and Verification of Posting -

Kevin E. Hooks, Chair

Chair Hooks called roll and confirmed that a quorum was present. In addition, he stated that the meeting was posted in accordance with Open Meeting Law, which was affirmed by Coralie Peterson, NERC Administrative Assistant III.

3. Public Comment:

Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chair.

Chair Hooks announced the First Public Comment Session and invited members of the public to speak. No comments were made. Hearing none, the Chair proceeded to the next agenda item.

4. For Possible Action - Approval of the May 24, 2018 Commission Meeting Minutes

- Kevin E. Hooks, Chair

Chair Hooks asked if all had opportunity to review the minutes from the previous meeting and if so, he would entertain a motion for approval.

Commissioner Tiffany Young made a motion to approve the May 24, 2018 Meeting Minutes and Commissioner Charlotte Centuori seconded her motion. All were in favor and the motion passed unopposed.

5. For Possible Action – Pursuant to NRS 233.250, Response to Southern Nevada Housing Authority’s Request for Advisory Opinion regarding Applicability of

“Ban the Box” to SNHRA – *Sophia Long, Deputy Attorney General*

Sophia Long, Deputy Attorney General, provided a background on the reason for the Advisory Opinion being presented to the Commission in today’s meeting. When the “Ban the Box” legislation was passed, NERC proactively sent an email announcement to public employers to inform them of the new law. In response, the Southern Nevada Housing Authority (SNRHA) contacted NERC to ask, as they receive federal funds and follow federal guidelines, if they would be considered a State Employer, which is required to comply with BTB requirement.

Deputy Attorney General Long went on to explain that she and Administrator Kara Jenkins researched this issue and by way of an Advisory Opinion, are bringing this to the Commission to approve. If approved, the Advisory Opinion will be issued. She added that as the BTB legislation falls within NERC's jurisdiction, this will put the Southern Nevada Housing Authority under NERC's jurisdiction regarding BTB.

Commissioner Tiffany Young questioned if, even though SNRHA is federally funded and follows federal guidelines, would it *also* fall under the state regulations.

Deputy Attorney General Long responded that, as is contained in the Advisory Opinion, SNRHA would be considered a state employer. Some of the reasons for this conclusion include:

- SNRHA performs public and essential government functions
- Employees are covered by PERS (Public Employees Retirement System of Nevada)
- SNRHA advertises employment opportunities within their agency on the state website.
- SNRHA's Commission is made up of local government entities

Chair Hooks asked for a motion for approval of the Advisory Opinion.

Commissioner Centuori raised this motion, which was seconded by Commissioner Young. All were in favor and the motion passed unopposed.

6. Discussion/for Possible Action – Future Meeting date and Agenda Items –
Kevin E. Hooks, Chair

Administrator Jenkins commented that the Commission is required to meet three (3) times per year and they have met twice so far. Discussion ensued concerning dates and possible discussion items, such as Open Meeting Law training.

Chair Hooks asked that NERC research possible dates and reach out to them to determine the most convenient for all to attend.

7. Public Comment:

Members of the public will be invited to speak; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chair.

Chair Hooks announced the Second Public Comment Session and again invited members of the public to speak. No comments were made and hearing none, the Chair closed this item and adjourned the meeting

8. Adjournment - Kevin E. Hooks, Chair

Meeting was adjourned at 3:16 p.m.

*Notice: Persons with disabilities who require special accommodations or assistance at the meeting should contact Coralie Peterson, Nevada Equal Rights Commission (NERC), between the hours of 8:00 a.m. – 5:00 p.m. at (702) 486-4010 or by writing to the Nevada Equal Rights Commission (NERC) 1820 E. Sahara Ave., Suite 314, Las Vegas, Nevada 89104; or fax (702) 486-7054 on or before the close of business on **Wednesday, June 20, 2018.***

Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 Sunset Road., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV. This agenda was also posted on DETR's Web site at www.nvdetr.org. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.