

**EDINA HUMAN RIGHTS & RELATIONS COMMISSION**

**TUESDAY, DECEMBER 8, 2009**

**7:00 PM - MAYOR'S CONFERENCE ROOM**

**Members Present**

**Arnie Bigbee  
John Cashmore  
Lisa Finsness  
Jessi Kingston  
Bob Mayer  
Meg Newell  
Ralph Overholt  
Russ Stanton**

**Members Absent**

**Shara Mohtadi, Student  
Emma Weisberg, Student**

**Guests**

**Phil Duran  
Idelle Longman**

**Staff**

**Susan Howl**

**Reordered Items on Agenda Approved**

**Member Kingston seconded Member Cashmore's motion to reorder items on the agenda. The motion carried.**

**Minutes Approved**

**Member Bigbee seconded Member Newell's motion to approve the minutes of November 24, 2009, as amended:**

- a) The By-Laws Subcommittee membership was corrected to read "Members Bigbee, Kingston and Stanton."**
- b) Descriptive information regarding the FMLA was corrected to read: "The City must be mindful of the interplay between sick leave, bereavement and FMLA. What is done locally must meet minimum requirements under FMLA; however, the City, like other employers, is always free to provide benefits above and beyond federal FMLA and State leave laws."**

**The motion carried.**

**LMHRC Information Shared**

**Idelle Longman, former HRRC Member and current member of the LMHRC, was introduced and welcomed. She was thanked for her work in getting the Commissioners registered at the League's Annual Conference in St. Paul in December. Regarding the work of the League, Idelle shared that its work "was full" with the following activities:**

- Annual Conference**
- Bias/Hate Crime Response Plan Committee which continues to update the State Plan**
- By-Laws Committee**
- Legislative Committee**
- Nominating Committee**

- Payroll Committee
- School Education Committee
- Website Committee
- Librarian
- Annual Meeting (recently hosted at Edina City Hall)
- Global Issue Committee
- GLBT Committee

Idelle shared that she is the agent for the HRRC to pass on messages to the League via its individual committees. She was asked by the Commission to look into diversity clauses that the University might have in place. The Commissioners raised concern about the election proceedings that took place during the Annual Conference regarding district representation by the local commissions—specifically Edina. A follow-up with the League was suggested.

#### Proposed Domestic Partnership Ordinances

Member Kingston shared the proposed Domestic Partnership Ordinances and the wording for resolutions to be presented to the Edina City Council. The following action was taken regarding the five specific items:

- Item 1) - Approved. Member Overholt seconded Member Kingston's motion. In the description, the word "deregister" was changed to "terminate."
- Item 2) - Approved. Member Finsness seconded Member Bigbee's motion, with the word "household" added.
- Item 3) - Approved. Member Cashmore seconded Member Bigbee's motion, with the words "same or opposite sex" replaced by "without regard to sex." In the description, the new language would be underlined.
- Item 4) - Approved. Member Kingston seconded Member Cashmore's motion, with six ayes and two nays, to remove "\$100,000" and "21 employees" from Exhibit B—the Equal Benefits Ordinance.
- Item 5) - Approved. Member Finsness seconded Member Bigbee's motion.

Member Finsness seconded Member Cashmore's motion that a resolution be presented to the League of Minnesota Human Rights Commissions urging the State Legislature to grant permission for the cities to equalize benefits for all their employees.

Edited material will be distributed at the January Commission meeting.

### Division of Responsibility Recommended

Member Bigbee shared the recommendation that the Commission recreate itself—i.e. perhaps becoming two commissions in order to differentiate between the delivery of human services and human rights. Discussion ensued, and it was agreed that this would be a topic of discussion at the next meeting under the work plan.

### Human Services Budget Revised

Because the City Attorney had revealed that there are no statutory grounds for the City to fund the Edina ABC Program, the need to reallocate the amount of \$5400 proposed to fund ABC was discussed.

Member Bigbee seconded Member Cashmore's motion to make a pro rata distribution of the \$5400 among the remaining eight providers. The motion carried with two nays and one abstention.

### Subcommittee Created for the Annual Work Plan

At the January 2010 Commission Meeting, a draft work plan will be presented to the full Commission by the newly-created Work Plan Subcommittee Members—Bigbee, Finsness and Stanton.

### Work Session with the Edina City Council Recommended

The Commissioners requested that staff liaison Howl seek a date for the City Council to hold a work session with HRRC.

### Adjournment

There being no further business of the Commission, the meeting was adjourned at 10:00 PM.

Respectfully submitted,

Russell Stanton, Chair  
Edina Human Rights & Relations Commission