

Office of Equity and Civil Rights
Wage Commission Minutes
September 3, 2020

Participating in the meeting via Webex were Commissioners Sheryl R. Wood (Chair), Caryn York, and Ally Amerson and John Barber. Also participating in the meeting were Cedric McCray (Interim Director), Andrea Williams (Supervisor), James Peyton, Larry Ennels, Hugh Scoggins and Aracely Stafford, and India Harrison.

I. Call to Order/Welcome/Introductions

- The meeting was called to order at 3:10 p.m. by Chair Wood. She commended the Commissioners on their panel discussion during Civil Rights Week.

II. Update

- a. Ms. Stafford gave a brief summary cases
 - i. Clark
 - ii. TBN
 - iii. Horton
- b. Deliberations off record
- c. Ms. Williams requested a meeting due to the timeline for cases and counteroffers
 - i. By-laws
 - 1. **Action:** Commissioner Amerson sent a copy of Ms. Zoha Siddiqui's report of policies and procedures
 - 2. **Action:** Add to next Agenda
 - ii. Protocol
 - iii. Procedures
 - iv. Chair Wood suggested hearing officer to help with offers.
- d. Commissioner Barber asked about the Law Department and FFC
 - i. Director McCray gave an overview of FFC-MAR and the agreement with the City.
 - ii. **Action:** Commissioner Amerson and Ms. Williams will discuss wage interns

III. Director's Report

a. Administration

- Director McCray gave the Director's Report.
 - He commended the Commissioners for their participation in Civil Rights Week
 - August 17th: Procurement Meeting
 - August 24th – 28th: Fair Housing Film Festival
 - September 15th: "Can We Talk?", 2PM
 - September 23rd: Mayors Commission on Disabilities Meeting, 1 PM
 - October 1st: Wage Commission Meeting, 3 PM
 - October 5th – 16th: Wage Investigation Training
 - October 5th – 16th: Wage Investigation Training

b. Data

- Intakes -
 - July = 2
 - August = 5

- Closures
 - July = 35
 - August = 18
 - Year-to-date = 53
- Penalties and fines
 - July = \$26,147.00
 - August = \$13,175.00
- Late Payroll Violations Assessed
 - July = \$86,970.00
 - August = \$22,090.00
- Organizational Updates/Improvements
 - Investigators are still teleworking during the COVID-19 season
 - Teleworking may continue until after the holidays
 - Staff will be sending old records to Archives
 - Establishing a new partnership - Human and Labor Trafficking for City of Baltimore
 - Interviews for pursuit of a hearing officer for the Wage Commission.
 - Establish bylaws for the Wage Commission
 - Preliminary stages of the installation of LCP Tracker

c. For discussion

- Commissioner York spoke about Wage theft and the upcoming legislative session in Annapolis. Question: What role should the Wage Commission play and how can the Commission influence this issue without submitting anything formal.
 - Chair Wood stated that historically any recommendations from the Commission would go through the Mayor's Office, government relations or Chief of Staff.
 - **Action:** Commissioner York will put together a framework to follow-up on legislative issues that apply to the Wage Commission
 - **Action:** Add to the next meeting's Agenda
- **Action:** Director McCray will meet with Ms. Mozell regarding Commissioner McLaurin's position and give an update.

IV. Items for Approval

a. Approval of July 2, 2020 minutes

- i. It was moved by Commissioner York and seconded by Commissioner Barber that the July 2, 2020 Minutes be approved as written. All were in favor and the motion carried.

V. Settlement Conference

a. REI Drayco – Riviera Enterprises, Inc.

- i. Mr. Larry Ennels gave an overview of the case
- ii. Case #2019-P-0019 – 2019-P-0048
- iii. Introductions
- iv. Opening statement
- v. Deliberations off records

VI. Closing

There was no further business, and the Commissioners adjourned.

There being no further business, the meeting was adjourned at approximately 4:35 PM.

Respectfully submitted,

Robin Drummond
Office of Equity and Civil Rights