



Maine Human Rights Commission

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COMMISSION MEETING MINUTES January 5th, 2026, MEETING

via Zoom Video Conferencing Only

Commissioner David chaired the meeting and called it to order at 8:32 AM. Also present were Commissioners Douglas, O'Brien, Sanders, and Walker.

AGENDA

Commissioner O'Brien moved, seconded by Commissioner Douglas, to adopt the Agenda and Consent Agenda to accept the Investigators' recommended decisions in each of the cases listed on the Consent Agenda (see listing beginning on Page 4).

5 in favor | 0 opposed.

Commissioner David moved, seconded by Commissioner O'Brien, in favor of denying a request for withdrawal of H25-0302ABC, *Alice Beckett (Unity) v. Joyce Jewell (Unity), Delanie Gillis (Unity), Larry Fowler (Unity)*.

5 in favor of denial | 0 opposed.

MINUTES

Commissioner Douglas moved, seconded by Commissioner David, to adopt the December Commission Meeting Minutes.

4 in favor | 0 opposed | 1 abstained (Walker).

ADMINISTRATION

Monthly reports: Deputy Commission Counsel Hurd discussed reporting on the following Commission activities:

- Personnel: A report was placed on file.
 - Chelsey Krechmer, Business Manager, resigned from the Commission. Her last day of employment was December 12, 2012.
- Compliance: Since the last meeting, there have been 0 unsuccessful conciliations and 0 successful conciliations, with 6 reasonable grounds cases remaining in active conciliation.
- New Charges: 53 new complaints were filed in November, with a total of 74 new Respondents.
- Withdrawals and dismissals: 32 issued in November, including 15 administrative dismissals, 3 right-to-sue letters, and 12 settlements (4 after MHRC investigation, 2 through the MHRC mediation program, and 6 private settlements) with a total of \$163,986 to Complainants.

New Business: None.

At approximately 8:45 A.M. Commissioner David began the Hearing Agenda.

CASES VOTED ON IN A.M. SESSION

E23-0448, Kiley Pelletier (Blaine) v. Aroostook County Action Program (General) (Presque Isle). Kiley Pelletier presented her position. Attorney Sarah E. Newell presented the Respondent's position. Investigator Robert Beauchesne reviewed his report and recommendations and answered the Commissioner's questions.

Commissioner Douglas moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Aroostook Cunty Action Program retaliated against Kiley Pelletier for engaging in WPA-protected activity; there are No Reasonable Grounds to believe that Aroostook Cunty Action Program discriminated against Kiley Pelletier on the basis of sex; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

E23-0460, Christine Bearor (Buxton) v. United Health Care (Minnetonka, MN). Attorney Sally Morris presented the Complainant's position. Attorney Jeanette Piaget presented the Respondent's position. Investigator Robert Beauchesne reviewed his report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner O'Brien, to find there are No Reasonable Grounds to believe that UnitedHealthcare retaliated against Christine Bearor for engaging in WPA-protected activity, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed | 1 recused (Sanders).

Commissioner David moved, seconded by Commissioner Douglas, to reopen the Consent Agenda.

5 in favor | 0 opposed.

Commissioner David moved, seconded by Commissioner Sanders, to allow the withdrawal of *E23-0472, Nathan Green (Bangor) v. University of Maine at Augusta (Augusta)* at the parties' request.

5 in favor of withdrawal | 0 opposed.

Commissioner Douglas moved, seconded by Commissioner David, to adopt the amended Consent Agenda to accept the Investigators' recommended decisions in each of the cases listed on the amended Consent Agenda (see listing beginning on Page 4).

5 in favor | 0 opposed.

PA24-0015, Deborah King (Auburn) v. Greyhound Lines, Inc. (Dallas, TX).* Attorney Steven Silver presented the Respondent's position. Attorney Kristin Aiello presented the Complainant's position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner Douglas, to find there are **Reasonable Grounds** to believe that Greyhound Lines, Inc. discriminated against Deborah King due to her disability by denying her a reasonable modification; and Conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3).

5 in favor | 0 opposed.

Commissioner David moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Greyhound Lines, Inc. discriminated against Deborah King due to her disability in the terms and conditions of service; and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

H25-0277ABCD, Sarah Kelley-Knickerbocker (Brunswick) v. Myna Stephens (Brunswick), Joanne Macomber (Brunswick), Catherine Mitchell (Brunswick), Therese Leboffe (Wells). Sarah Kelly-Knickerbocker presented her position. Attorney Gian

** Indicates a case in which a "reasonable grounds" finding is recommended*

Wason presented the Respondents' position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Sanders moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Myna Stephens, Joanne Macomber, Catherine Mitchell, and/or Therese Leboffe discriminated against Sarah Kelly-Knickerbocker on the basis of race, color, and/or disability; there are No Reasonable Grounds to believe that Myna Stephens, Joanne Macomber, Catherine Mitchell, and/or Therese Leboffe retaliated against Sarah Kelly-Knickerbocker for engaging in MHRA-protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

*H25-0291**, *Steven Day (Warren), Kathryn Day (Warren) v. Lianne Messina (Montville)*. Lianne Messina was presented an opportunity to present her position, but her presentation was curtailed in accordance with the Commission's Procedural Rule. 94-348 C.M.R. Ch.2, section 2.06(B)(1). Steven Day and Kathryn Day declined to make a presentation. Investigator Carrie McCarter answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Lianne Messina discriminated against Steven Day and Kathryn Day based on familial status, disability, and religion; there are No Reasonable Grounds to believe that Lianne Messina retaliated against Kathryn Day; and these claims should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

Commissioner David moved, seconded by Commissioner Sanders, to find there are **Reasonable Grounds** to believe that Lianne Messina retaliated against Steven Day; and Conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3).

5 in favor | 0 opposed.

H25-0302ABC, *Alice Beckett (Unity) v. Joyce Jewell (Unity), Delanie Gillis (Unity), Larry Fowler (Unity)*. None of the parties were available to present their positions. Investigator Angela Morse was available to review her report and recommendations and to answer the Commissioner's questions.

Commissioner Douglas moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Joyce Jewell, Delanie Gillis, and Larry Fowler discriminated against Alice Beckett based on religion in violation of the MHRA; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

EXECUTIVE SESSION

At approximately 11:47 P.M., Commissioner David moved, seconded by Commissioner Douglas, to go into executive session to discuss pending or contemplated litigation and the Commission's legal rights and duties with Commission Counsel pursuant to 1 M.R.S. §405(6)(E).

5 in favor | 0 opposed.

At approximately 12:02 P.M., Commissioner Sanders moved, seconded by Commissioner O'Brien, to come out of Executive Session.

** Indicates a case in which a "reasonable grounds" finding is recommended*

At approximately 12:04 P.M. the meeting was adjourned.

CONSENT AGENDA

The consent agenda is a listing of cases scheduled on the Commission’s meeting agenda in which there was no written disagreement to the Investigator’s recommendation. Commissioners considered these cases without oral argument by the parties.

E23-0463	April Belanger (Limerick) v. Hannaford Bros., Co., LLC (Scarborough)	NRG
E23-0472	Nathan Green (Bangor) v. University of Maine at Augusta (Augusta) <i>Withdrawn at the parties’ request.</i>	NRG
E24-0009	Donald Glover (Brunswick) v. Town of Brunswick School Department (Brunswick)	NRG
E24-0018	Tammy White Dickinson (Scarborough) v. Howard Goldenfarb (Scarborough)	NRG
H/E25-0257AB	Mitchell Messing (Rockland) v. Samoset Resort (Rockport), Samorock, LLC (Portsmouth, NH)	NRG
H25-0292ABC	Ann Marie Ray (Westbrook) v. Stroudwater Apartments, L.P. (Portland), Elizabeth Mohn (Westbrook), Brittany Schmidtke (Westbrook)	NRG

TABLED

No cases were tabled during this Commission meeting.

** Indicates a case in which a "reasonable grounds" finding is recommended*