



Maine Human Rights Commission

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EXECUTIVE DIRECTOR

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COMMISSION MEETING MINUTES

March 10, 2025, MEETING

Held in Hybrid Format - In Person (19 Union Street, Augusta, Maine) and via ZOOM

Commissioner David chaired the meeting and called it to order at 8:30 AM. Also present were Commissioners O'Brien, Walker, Douglas and Sanders.

AGENDA

Commissioner Walker 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 3).

5 in favor | 0 opposed.

MINUTES

Commissioner Douglas moved, seconded by Commissioner Walker, to adopt the February Commission Meeting Minutes.

4 in favor | 1 recused (Sanders recused).

ADMINISTRATION

Monthly reports: Executive Director Thomson Crossman discussed reporting on the following Commission activities:

- Personnel: A report was placed on file.
- Compliance: Since the last meeting, there were 3 unsuccessful conciliations and 2 successful conciliations, with 3 reasonable-grounds cases remaining in active conciliation.
 - Commissioner Sanders moved, seconded by Commissioner Walker, to accept the conciliation agreements in E22-0363 and H24-0155-AB. 5 in favor | 0 opposed
 - Commissioner David moved, seconded by Commissioner Sanders, to approve dismissal in ED/PA20-0470, H21-0196-AB, E21-0347, and E22-0031-AB. 5 in favor | 0 opposed
- New Charges: 35 new complaints were filed in February, with a total of 46 new Respondents.
- Withdrawals and dismissals: 7 issued in February, including 1 administrative dismissal, 1 right-to-sue letter, and 4 settlements (2 private settlements and 2 settlements through the MHRC's mediation program) with a total of \$142,491 to Complainants.

New Business:

- The Legislative Session is in full swing. Since the last Commission meeting, the Commission has testified on LDs 284, 521, 260, and is testifying this afternoon on LD 847.
- The Judiciary Committee's report back on the budget is due this week to the Appropriations and Financial Affairs Committee.

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

CASES VOTED ON IN A.M. SESSION

*E23-0073AB**, *Josh Sheedy (Old Orchard Beach v. Paradigm Windows (Portland) & Lark Pitts (Portland))*. Attorney Caihlan Snyder presented Respondent Paradigm Windows' position. Josh Sheedy presented his position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioners' questions.

Commissioner David moved, seconded by Commissioner O'Brien, to find there are No Reasonable Grounds to believe that Lark Pitts discriminated against Josh Sheedy on the basis of disability or retaliated against him for engaging in MHRA-protected activity, and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

Commissioner O'Brien moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Paradigm Windows retaliated against Josh Sheedy for engaging in MHRA-protected activity, and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

Commissioner O'Brien moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that Paradigm Windows discriminated against Josh Sheedy on the basis of disability when it denied him a reasonable accommodation, and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2).

3 in favor | 2 opposed.

PA23-0079, Josh Sheedy (Old Orchard Beach) v. Concentra Urgent Care (South Portland). Due to time constraints for the ASL interpreters in this case, Commissioner David moved, seconded by Commissioner Douglas, to table this case until the April 14, 2025, Commission meeting.

5 in favor | 0 opposed.

E23-0067, Pamala Pellon-Irwin (Brewer) v. Northern Light Health-Mayo Hospital (Dover Foxcroft). Attorney Ryan Schmitz presented the Complainant's position. Attorney Jeana McCormick presented the Respondent's position. Investigator Alex Brindley reviewed their report and recommendations and answered the Commissioners' questions. Commissioner David moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Northern Light Health-Mayo Hospital discriminated against Pamala Pellon-Irwin on the basis of sex and No Reasonable Grounds to believe that Northern Light Health-Mayo Hospital retaliated against Pamala Pellon-Irwin for engaging in WPA- and/or MHRA-protected activity, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

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

PA23-0240*, Tracy Heffernan (Auburn) v. Sabattus Disc Golf & Pro Shop (Sabattus). Tracy Heffernan presented her position. Peter Ruby presented the Respondent's position. Investigator Alex Brindley reviewed their report and recommendations and answered the Commissioners' questions. Commissioner Douglas moved, seconded by Commissioner O'Brien, to find there are **Reasonable Grounds** to believe that Sabattus Disc Golf & Pro Shop discriminated against Tracy Heffernan on the basis of disability, and conciliation should be attempted in accordance with 5 M.R.S § 4612(3).

5 in favor | 0 opposed.

H24-0309-A/E/F*, Rebecca Parsons (Old Town) v. Hellas Condominiums (Old Town), Peter Greeno (Old Town), Mara Allran (Old Town). Rebecca Parsons presented her position. Attorney Jay Gregory presented the Respondents' position. Investigator Carrie McCarter reviewed their report and recommendations and answered the Commissioners' questions. Commissioner Douglas moved, seconded by Commissioner Walker, to find there are **Reasonable Grounds** to believe that Hellas Condominiums, Peter Greeno, and Mara Allran discriminated against Rebecca Parsons on the basis of disability, and conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

5 in favor | 0 opposed.

Commissioner Douglas moved, seconded by Commissioner David, to find there are **Reasonable Grounds** to believe that Hellas Condominiums, Peter Greeno, and Mara Allran retaliated against Rebecca Parsons for engaging in MHRA-protected activity, and conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

3 in favor | 2 opposed.

EXECUTIVE SESSION

At approximately 11:50 A.M., Commissioner David moved, seconded by Commissioner Walker, to go into executive session to discuss pending or contemplated litigation and the Commission's legal rights and duties with Commission Counsel pursuant 1 M.R.S. §405(6)(E).

5 in favor | 0 opposed.

At approximately 12:19 P.M., Commissioner David moved, seconded by Commissioner Walker, to come out of Executive Session.

5 in favor | 0 opposed.

Commissioner David moved, seconded by Commissioner Douglas, to *litigate* H24-0262 and H24-0273, and *not to litigate* E23-0339-A.

5 in favor | 0 opposed.

At approximately 12:20 P.M. the meeting was adjourned.

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

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.

E23-0026	Catharine Cadigan (Cumberland Foreside) v. Genesis ElderCare Physician Services, LLC (Maine)	NRG
E23-0052AB	Robert Lincoln (South Bristol) v. Town of South Bristol (Walpole), Brenda Bartlett (Walpole)	NRG
E23-0060	William Baker (Camp Hill, PA) v. State of Maine, Maine State Police (Augusta, ME)	NRG
E23-0072	Rosa Brawn (Pownal) v. Oxford Casino (Oxford)	NRG
E23-0081	Brian Patrick (South Portland) v. MaineHealth (Portland)	NRG
E23-0161AB*	Paige Connell (Skowhegan) v. Sate Energy Partners, LLC (Waltham, MA), State Energy Partners, LLC (Trenton)	NRG/RG
PA23-0109AB	Kevin Myshrall (Bethel) v. Crooked River Counseling, P.A. (Romford), Common Ground Counseling (Mexico)	NRG
E23-0178	Kaitlyn Philbrick (South China) v. Town of Farmingdale (Farmingdale)	NRG
H/PA24-0395	Jason Lerman (Auburn) v. Quality Inn/Econo Lodge (Auburn)	NRG

TABLED

PA23-0079 Josh Sheedy (Old Orchard Beach) v. Concentra Urgent Care (South Portland).

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