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# STATE OF ALASKA

## HUMAN RIGHTS COMMISSION

February 27, 1981

Senator Victor Fischer  
Pouch V  
Juneau, AK 99811

Dear Senator Fischer:

Here is the background you requested which might support State funding of Native Employment Rights Offices in rural areas.

A number of non-profit native corporations have established offices to attempt to resolve complaints of alleged employment discrimination by Alaska Natives through informal procedures. A list of the existing TERO's is enclosed.

The concept grows from the practice of some Indian tribes outside of Alaska to exercise their lawmaking powers to prohibit employment discrimination by on-reservation employers. The sovereign status of these tribes enables them to establish an enforcement entity which can accept complaints and issue orders much in the same way that State governments do through anti-discrimination agencies such as the Human Rights Commission here.

In Alaska, the non-profit Native organizations do not have the authority to make laws, but they can participate in the process nonetheless. The demonstration project at Cook Inlet Native Association, funded by the Equal Employment Opportunity Commission, has been running successfully for the past year. Under its contract, CINA has been trained by EEOC and us in the standards for accepting employment discrimination complaints under Federal and State laws.

The government agencies voluntarily refrain from processing these complaints for a month while the Native organization gets the parties together and tries to resolve the case informally. The incentive for the parties to do that is the fact that the government agencies will begin their procedures quickly if the informal efforts do not succeed. We have closed several complaints because the CINA group succeeded in negotiating remedies acceptable to the parties. Informal working agreements between the State Commission, the Anchorage Equal Rights Commission and the EEOC have guarded against overlap and duplication of functions in these types of cases.

*supplemental appropriation*  
*Finance Committee Staff*

*name - copy of bill for state as well as local*  
*called 3/6/81*  
*pls get info on \$ from Nial*  
*Sylvia Carlson AFN*  
*Mike Smansky CINA*

JAY S. HAMMOND, GOVERNOR  
431 WEST 7TH AVENUE  
SUITE 105  
ANCHORAGE, ALASKA 99501  
PHONE: (907) 276-7474

The success of the CINA project has encouraged the other organizations on the list attached to start their own projects. Most of them sent representatives to a training session which the State Commission conducted for its own staff and Commissioners in January. Each of these groups is in the process of learning what allegations constitute a complaint, and what legal principles are involved in assessing the merits of complaints. They are also learning what remedies are customary for different types of violations in order to conduct meaningful conciliation discussions.

Meanwhile, the 1980 Legislature established a rural coordinating function at the State Commission. One of our senior investigators has been travelling through the State looking into issues of discrimination in rural Alaska, accepting complaints for processing by our field staffs, conducting educational programs, and working with the TEROs.

I believe the growth of these TERO programs is a positive development for human rights work in rural Alaska. As a general rule, discrimination issues can best be resolved at the local level with as little state involvement as possible. The State role is then to provide technical assistance and training, as well as setting standards through cases it decides formally and substantive rule making. It is not likely, nor is it necessary, that the State will open human rights offices extensively throughout rural Alaska, nor is it practical or necessary to expect the State to have all of its employees widely travelling throughout rural areas when locally-based institutions exist which can conduct a substantial part of the program on behalf of the State.

These reasons support the idea of State funding for NEROs. Future federal funding for this activity beyond the demonstration program at CINA is problematic.

The concept we are advancing is similar to the proposal you are currently considering for State support of local governmental commissions in Anchorage and possibly Fairbanks. The model for this relationship already exists in the form of the present state and federal relationship under which the EEOC provides a portion of the support of the State program by contract reimbursement for cases completed at the State level which would otherwise have to be completed by the federal government. The same type of contract funding relationship could exist between the State Commission and the local Commissions and TEROs. An infusion of funds to the State Commission's contract budget line would enable us to operate this type of grant program within existing State contracting rules.

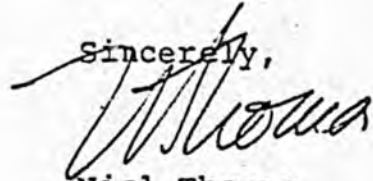
Senator Vic Fischer

February 27, 1981

Page 3

Please let me know if I can furnish any additional specifics or answer other questions about how such a program might operate. Your interest in the subject is sincerely appreciated.

Sincerely,

A handwritten signature in cursive script, appearing to read "Niel Thomas".

Niel Thomas  
Executive Director

NT/mcb

Current list of Native/Tribal Employment Rights Office  
(TERO) Program Organizations in Alaska 1981

Yupiktak Bista Manpower Center/NERO Program  
Bruce Day, NERO Director  
c/o Association of Village Council Presidents  
P.O. Box 219 or 848  
Bethel, AK 99559  
(907) 543-3241/543-2452/543-3243

Cook Inlet Native Employment Rights Office  
Chris Calvert, Employment Rights Analyst/Acting Director  
Ben Ungudruk, Employment Rights Analyst  
c/o Cook Inlet Native Association  
670 West Fireweed Lane  
Anchorage, AK 99503  
(907) 265-1284/278-4641

Barrow IRA Tribal Organization/NERO Program  
Al Stevens, Acting Director  
Chris Gallagher, Native Employment Rights Specialist  
c/o Inupiat Community of the Arctic Slope  
P.O. Box 437  
Barrow, AK 99723  
(907) 852-2411

Mauneluk Manpower/NERO Program Center  
Harry Cross, NERO Program Director  
P.O. Box 725  
Kotzebue, AK 99752  
(907) 442-3860

Tanana Chiefs Conference, Inc./NERO Program  
Gail Vick, Employment Assistance/NERO Program Director  
Doyon Building, 201 First Avenue  
Fairbanks, AK 99701  
(907) 452-8251 (1-6)

Alaska Federation of Natives, Inc./NERO Program  
Sylvia Carlsson, AFN State-Wide, NERO Program Coordinator  
1577 C Street  
Anchorage, AK 99503  
(907) 274-3611

# M I N U T E S

## ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES

### ORGANIZATIONAL WORKSHOP.

APRIL 29, 30, 1981

SUNSHINE MALL, 411 WEST FOURTH AVENUE, ANCHORAGE, ALASKA

### INTRODUCTION AND OPENING REMARKS:

Ms. Sylvia Carlsson gave the opening remarks and introduced the participants from all over Alaska. Indicated the purpose of the Workshop and the objectives for creating a network of TERO/NERO offices.

### PROFILES OF ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES: (Ten minute presentations)

Profiles given from each TERO/NERO office present. Presentations given by Tanana Chiefs Conference, Inupiat Community of the Arctic Slope, Cook Inlet Native Association, Yupiktak Bista Manpower Centr (AVCP), Sitka Community Association, Bristol Bay Native Association.

### FORMING A STATEWIDE NETWORK:

Sylvia Carlsson explained what she felt would be a statewide network of TERO/NERO offices. Al Stevens indicated that he felt that it was necessary but needed to be formed as a committee and not as a commission. He indicated if we are to communicate with one another and combine our efforts we need this approach. Al indicated that we need to unite together to be effective. AVCP presented its views also. Both AVCP and ICAS indicated it would have to take any results of the committee back to their respective Boards. Most all indicated this would be the case. All agreed that the committee is necessary and should be formed right now. It was agreed that not only would this be a good political tool but an excellent way in which to exchange data. Much other discussion was done but the outcome was the same. Approval of a statewide committee on Alaska Native Employment Rights.

### FUNDING SOURCES AND PROBLEMS:

Discussion on various methods of funding was done. Some seemed concerned with the States rules on funding for employment rights. Others thought that it would not present a problem. There didn't seem to be any firm or definite means for funding and it being late in the day, the meeting was recessed until 9:00 A.M.

## FLOAT BACK TO FORMATION OF STATEWIDE NETWORK:

Agreed that one representative and an alternate be designated from each area. Suggested that nominations be made for a temp. chairperson. Nomination made by Al Stevens for Gale Vick, Seconded by Harry Cross. Nomination made by Tiny Phillips, seconded by

Declined by Al due to distance from Barrow to other areas. Gale Vick elected as Temp. Chairperson. Sylvia brought up the funding again. The meeting went back to meeting times and the date of the next meeting. Much, much discussion was done on the name of the committee. The final selection was ANERPC. (Alaska Native Employment Rights Planning Committee)

Various goals were discussed for the purpose of the committee. These were Technical Assistance, Funding Sources, Training, and Sharing of Data, Problems, Incidents, and legal litigation.

Discussion on ANERPC's organizational flow. See attached flow chart as a suggested format to follow. Authority for the committee would be as an advisory committee to make recommendations to the Human Resource Committee of AFN.

Discussion on entering data into a statewide network for available talent within areas or statewide. Some are already on the system but others are trying to develop their own system. Newsletter was suggested but no definite plans were made. Generally accepted that the telephone and correspondence would be more beneficial. Suggested that monthly reports be sent to each other rather than the burdensome process of newsletters, since all TERO/NERO's have monthly and quarterly reports anyway.

Much discussion on dates of meetings since there are so many of them in May & June. Dates for Region XX were changed so many times that it was decided to set our own dates and get on with the program.

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION:

Ms. Bea Rivers from EEOC in Washington D.C. did not show for the portion of the agenda provided.

## TRIBAL EMPLOYMENT RIGHTS PLANNING COMMITTEE:

Ms. Joyce Dixon, Executive Director of TERPC presented what TERPC is and what it is trying to accomplish. Ms. Dixon indicated that all recognized TERO's are a part of TERPC. There are currently 41 TERO's under TERPC. Of the 41 there are 13 in the formation stage. Of the 41 there are three recognized from Alaska, Bethel, Barrow, and CINA of Anchorage. There are 28 which have been in operation at least one year. She indicated that the statistical data collected in March was the reason which TERPC got refunded this year, indicating the importance of this type of data.

Ms. Dixon presented the various activities happening with the TERO's in the lower 48. CINA responded to Ms. Dixon's response of seeking funding from other sources rather than EEOC, as an important part of the EEOC process is the authority to act. Ms. Dixon explained the agenda of the workshop which is going to be taking place at Bottle Hollow, Utah, for the benefit of those who plan to attend. It was agreed by all that Tiny Phillips represent Alaska at this meeting.

BREAK FOR LUNCH:

ALASKA STATE HUMAN RIGHTS COMMISSION:

Mr. Jerry Wood of the Commission presented what the commission was doing in Alaska and how it would be beneficial to the TERO/NERO's. Recommendations by TERO/NERO's as to the communications which should be in effect between HRC and ERO's.

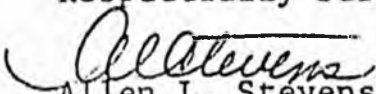
Executive Director of the HRC gave a presentation. Concerns from the TERO/NERO's to the HRC were given along with much discussion. He indicated that the concept of using TERO/NERO's as the rural arm of HRC is sound but there may be problems. He also indicated that he would look at a contract from the TERO/NERO's for intake service. Al Stevens indicated that it would be in the best interest of HRC as well as the TERO/NERO's for this approach since by the time it takes HRC to get on the job site the job would be completed and the contractor would be off the slope in most cases. Al also indicated that the TERO/NERO's need the authority to act from EEOC and HRC. Sylvia indicated that the authority and credibility to work with the employers is needed. Much discussion was done.

SUMMARY OF WORKSHOP:

Dates were once again discussed. May 11-12th will be the ANERPC meeting in Juneau. Be prepared to elect a Chairperson, feedback from organizations of ANERPC concerning Bottle Hollow, and the recommendations for a workshop for TERO/NERO's. May 19-22, for the Training workshop in Juneau, May 26-29 for the Region XX Meeting, and June 8-9 for the Manpower/Education meeting in Juneau.. Remember SB 318. Gale Vick made closing remarks concerning employment rights. Thanks given to the participants and the speakers.

WORKSHOP ADJOURNED AT 3:00 P.M.

Respectrully Submitted.

  
Allen L. Stevens

# ALASKA FEDERATION OF NATIVES, INC.

1577 'C' Street, Suite 304 • Anchorage, Alaska 99501 • Phone 907-274-3611



## ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES

### ORGANIZATIONAL WORKSHOP

APRIL 29, 30, 1981

SUNSHINE MALL

411 WEST FOURTH AVENUE

ANCHORAGE, AK

### T E N T A T I V E   A G E N D A

#### WEDNESDAY, APRIL 29:

8:30 - 9:00 A. M.

REGISTRATION, COFFEE, AND DONUTS

9:00 - 9:15

INTRODUCTIONS AND OPENING REMARKS

Sylvia Carlsson, AFN

9:15 - 10:25

PROFILES OF ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES  
Ten-Minute Individual Presentations

10:25 - 10:40

B R E A K

10:40 - 12:00

FORMING A STATEWIDE NETWORK  
Discussion by Group

12:00 - 1:00 P. M.

L U N C H

1:30 - 2:30

ORGANIZING THE NETWORK  
Constitution, Bylaws, and Board of Directors

2:30 - 2:45

B R E A K

2:45 - 4:30

FUNDING SOURCES AND PROBLEMS  
Discussion by Group

4:30 P. M.

R E C E S S

-PAGE TWO-

THURSDAY, APRIL 30, 1981:

9:00 - 10:00 A. M.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Beatrice A. Rivers

10:00 - 10:15

B R E A K

10:15 - 12:00

TRIBAL EMPLOYMENT RIGHTS PLANNING COMMITTEE  
Joyce Dixon, Executive Director

12:00 - 1:30

L U N C H  
Arrangements by CINERO

1:30 - 2:30 P. M.

ALASKA STATE COMMISSION FOR HUMAN RIGHTS  
Neil Thomas, Executive Director

2:30 - 2:45

B R E A K

2:45 - 3:30

SUMMARY OF WORKSHOP  
Sylvia Carlsson, AFN

3:30 - 4:30

PLAN OF ACTION  
Discussion by Group

4:30 P. M.

ADJOURNMENT

THE FOLLOWING DOCUMENT(S) MAY NOT FILM  
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ORIGINAL.

Municipality  
of  
Anchorage



POUCH 6-650  
ANCHORAGE, ALASKA 99502  
(907) 264-4343

GEORGE M. SULLIVAN,  
MAYOR

EQUAL RIGHTS COMMISSION  
620 East 10th Avenue

March 5, 1981

Senator Vic Fischer  
Alaska State Legislature  
Pouch V  
Juneau, AK 99811

Dear Senator Fischer:

The following information is provided in reply to your February 17, 1981, request for data representing the Equal Rights Commission (ERC) work load under the Work Sharing Agreement with the Alaska State Commission for Human Rights (ASCHR).

Since inception of the Work Sharing Agreement in May, 1980, the Equal Rights Commission has received twenty-four (24) deferred complaints filed by Anchorage residents from the Human Rights Commission. This represented 25% of the total 1980 complaints handled by the ERC.

To translate these figures into budget costs is a process that has not been determined within the Municipal budget. However, working from information provided in the April 4, 1980, Human Rights Commission report to Representative Parr, (see attachment), it is possible to determine an estimated cost for investigative actions.

The statistical information pertinent to establishing these costs are found on the last page of the April 4, 1980, report.

Total investigative costs for the ERC can be calculated by subtracting overhead and public educational costs.

Based upon ASCHR figures, overhead accounts for 28.5% of their budget. Education costs are grouped with intake costs and together represent 19.6% of their budget. Taken separately, it is accurate to say that 10% of the Equal Rights Commission budget is expended on educational actions. Thus, the total of overhead and public education would be 38.5% of the ERC budget, leaving 61.5% of budget for investigative costs.

Page Two  
Senator V. Fischer

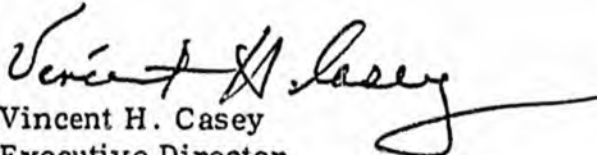
Based upon these percentages, the total amount of the Equal Rights Commission budget expended on investigative related actions was \$246,000 in 1980. Of this figure, 25%, or \$61,500, was allocated toward complaints deferred by the Human Rights Commission.

I hope that the information provided here will be of benefit to you, Senator, as you review potential State funding for local civil rights agencies. As you know, I whole-heartedly support the complaint deferral concept as it results in a more rapid investigation of the allegation. Thus, the benefits are applied directly to respondents and complainants alike in the form of a timely investigation. Furthermore, the State also benefits from this arrangement as the Equal Rights Commission pay scale for comparable positions is lower than the State pay scale. This also eliminates duplication of the local Commission's effort.

Should you require any additional information on this matter, please do not hesitate to contact me.

Sincerely,

ANCHORAGE EQUAL RIGHTS COMMISSION

  
Vincent H. Casey  
Executive Director

RK: VHC: smt

Enclosures

# MEMORANDUM

# State of Alaska

TO: Finance Committees  
Alaska Legislature

DATE: January 28, 1981

FILE NO:

TELEPHONE NO:

FROM: Alaska State Commission for  
Human Rights

SUBJECT: Request for FY81 Supple-  
mental Appropriation

## CONTACT PERSONS:

Diana Snowden, Chairperson	Anchorage	264-7737
Arlene Dilts, Fiscal Commissioner	Juneau	586-1432
Niel Thomas, Executive Director	Anchorage	276-7474

For the first time since 1975 the Commission is requesting a supplemental appropriation to its budget. There are two significant areas to this request as follows:

- \$57.2      2.      Rent Increase Adjustment: The Anchorage Commission offices were forced to move on an emergency basis to another location during FY81 due to untenable conditions (i.e. ceiling falling down, roof leaks, uncontrollable heating and ventilation, obnoxious odors). Additional space required for the new (FY81 authorized) positions was negotiated into the new lease.
- \$35.9      2.      Reduction of Federal Receipts: The Commission receives federal contracts for reimbursement of case processing costs. The Commission, due to cuts in the FY80 budget, was unable to meet its FY80 federal contract and current contracts have been drastically reduced as a result. The Commission is requesting this additional amount in order to prevent a chain reaction of state underfunding followed by reduction in federal receipts and so on. The supplemental ensures full case production and therefore full realization of federal funds.

## Background

The Commission has the responsibility to ensure that the irrelevant factors of race, sex, color, age, religion, national origin, marital status, changes in marital status, pregnancy and parenthood are not factors in employment, housing, public accommodations, credit and government services. The staff is answerable to a seven-member unsalaried Commission which sets overall policy and decides cases brought before them by the

staff at hearings. Legal advice is by the Department of Law. The Commission teaches people their rights under the law and shows people how to avoid complaints by complying with the law.

The Commission screens potential complaints to eliminate those which do not meet filing standards. Complaints accepted: are investigated impartially: 85% are dismissed or settled to the satisfaction of the parties. Unresolved Complaints, supported by substantial evidence, are brought before Commissioners by the staff at public due process hearings. Orders issued after hearings may be reviewed in Superior Court.

In the past six years the Commission has processed 3748 cases with 467 of these remaining open on 10/1/80. The total dollar value of benefits received by Complainants during this period is \$4,018,010. The Commission has issued 25 opinions after public hearings. There have been 23 court opinions construing the Human Rights Law. No position of consequence the Commission has taken in court has been rejected by Alaska's Supreme Court or the U.S. Supreme Court.

#### Complaint Patterns and Projections

Table 1 shows complaint levels at the Commission since 1975. Included are projections based upon the FY82 budget submission. The bulge attributable to Alyeska pipeline impact is evident, as is the gradual reduction in this inventory following a budget increase in FY76. The effect of the FY80 budget reduction appears currently in the form of a more gradual reduction in the case inventory.

Table 1 assumes a continued annual filing rate of 216 cases, based upon the experience of the first nine months of calendar year 1980. (In 1979 the rate was 304; in 1978 it was 406. The projected rate of 216 cases is a conservative figure, reflecting the downward trend in new filings, current strict filing standards and the general population decline.)

Table 2 projects the complete elimination in the field offices of the 10/1/80 backlog of 434 cases. This table reflects: a) anticipated funding under a Backlog Elimination Project requested in the FY82 budget with a supplemental for FY81 b) funding with FY82 project and no FY81 supplemental funding and c) no supplemental or FY82 project funding.

Table 3 shows activity in cases at the hearing stage. (These cases are not included in the field office totals of Table 2: the total 10/1/80 inventory of 467 on Table 1 equals the 434 field office cases shown on Table 2 plus the 33 hearing cases shown on Table 3.)

Table 3 tracks separately the activity of backlog hearing cases (filed before 10/1/80) and "front log" cases (filed after 10/1/80). It assumes, based upon recent patterns, that 15% of cases processed through the field offices reach the hearing stage. The hearing caseload will grow slowly, but will grow indefinitely without the FY82 budget requested. The Equal Employment Opportunity Commission (EEOC), the federal counterpart, averages nine cases for an attorney caseload. The combined effect of the supplemental and the FY82 project budget would make the hearing caseload for the attorney consistent with the federal practices.

The bulge in hearing cases to a peak of 82 on 6/30/82 is caused by the heavy production of the field office backlog team plus normal input from current cases. At that time additional support is transferred to this unit to reduce the caseload.

#### RENT INCREASE ADJUSTMENT

This supplemental appropriation request provides funds for the Commission's Anchorage offices move due to untenable conditions. The net increase in rent is 47.4. No money was budgeted in the current FY81 budget for the ASHA payment for the Fairbanks regional office 10.1. Without the supplemental the Commission will be forced to pay these costs by transfers from other program budget lines. The total requested supplemental amount for rent and lease increases is: 57.5.

#### REDUCTION OF FEDERAL RECEIPTS

In the past the Commission, fully staffed, was always able to meet or exceed its federal contracts for processing cases. During FY80 the Commission's budget was cut. The resulting personal services underfunding prevented filling vacant positions. This directly impacted upon the production of the agency in case processing. The agency was unable to meet its federal contract for FY80 and was required to take a downward contract modification of \$26,950 or 23%. This left very little funding for the first quarter of FY81. (See table 4). Additionally, the federal FY81 contracts were reduced drastically, based upon performance under the federal FY80 contract. Instead of the 106.0 originally estimated in federal receipts, in the state FY81 budget, only 70.1 will be realized during state FY81. The Commission is, therefore, requesting an additional \$35.9 to raise production back to the pre-FY80 level and realize the 115.0 projected in the state FY82 budget.

#### SUMMARY

Funding shortfalls are creating unacceptable delays for Complainants and Respondents. These delays cost Respondents more in backpay and attorney fees. Complainants withdraw legitimate complaints. These closures do not serve justice.

Without a supplemental, the Commission will cut services. The Commission's budget is over 77% personal services, including the Department of Law attorney contract. Short of layoffs there is no budget line to cut by \$93.1. Re-staffing and re-training in July after layoffs would compound the problem by slowing services until the staff is fully productive.

Table 4

	EEOC CONTRACT PERFORMANCE <sup>(a)</sup>				
	<u>FY77</u>	<u>FY78</u>	<u>FY79</u>	<u>FY80</u>	<u>FY81</u>
Federal receipt per contract	50,830	121,230	117,250	(b) 125,000/98,050	66,938
# cases contracted	109	335	335	(b) 335/258	170
# cases completed	337	343	338	228	(c) 32

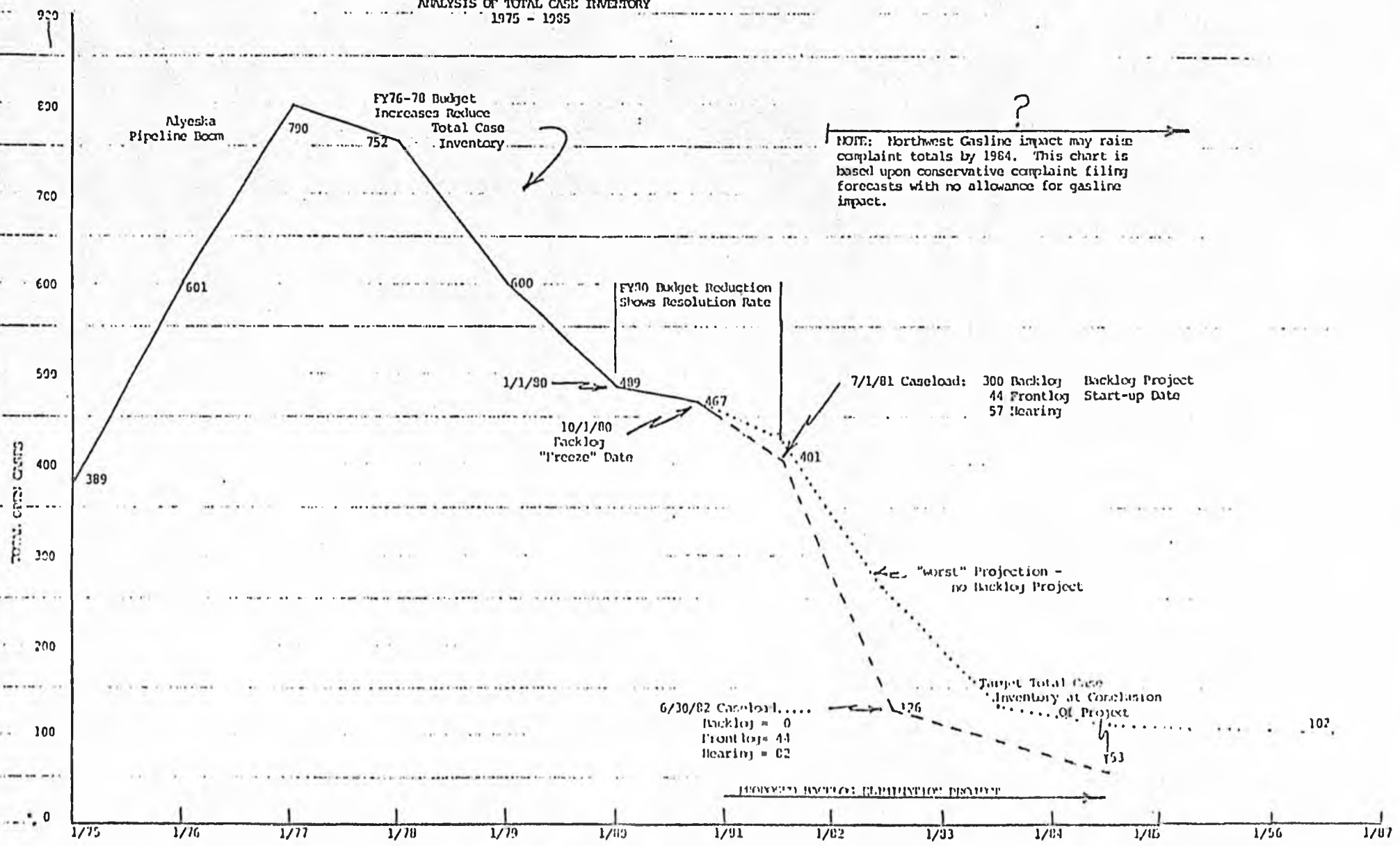
(a) EEOC contracts are by federal fiscal year, October - September.

(b) Left figure is original contract amount/right figure is modified contract amount.

(c) Cases completed through 12/31/80, one quarter contract production.

IRRAWAY RIGHTS COMMISSION  
ANALYSIS OF TOTAL CASE INVENTORY  
1975 - 1985

Table 1



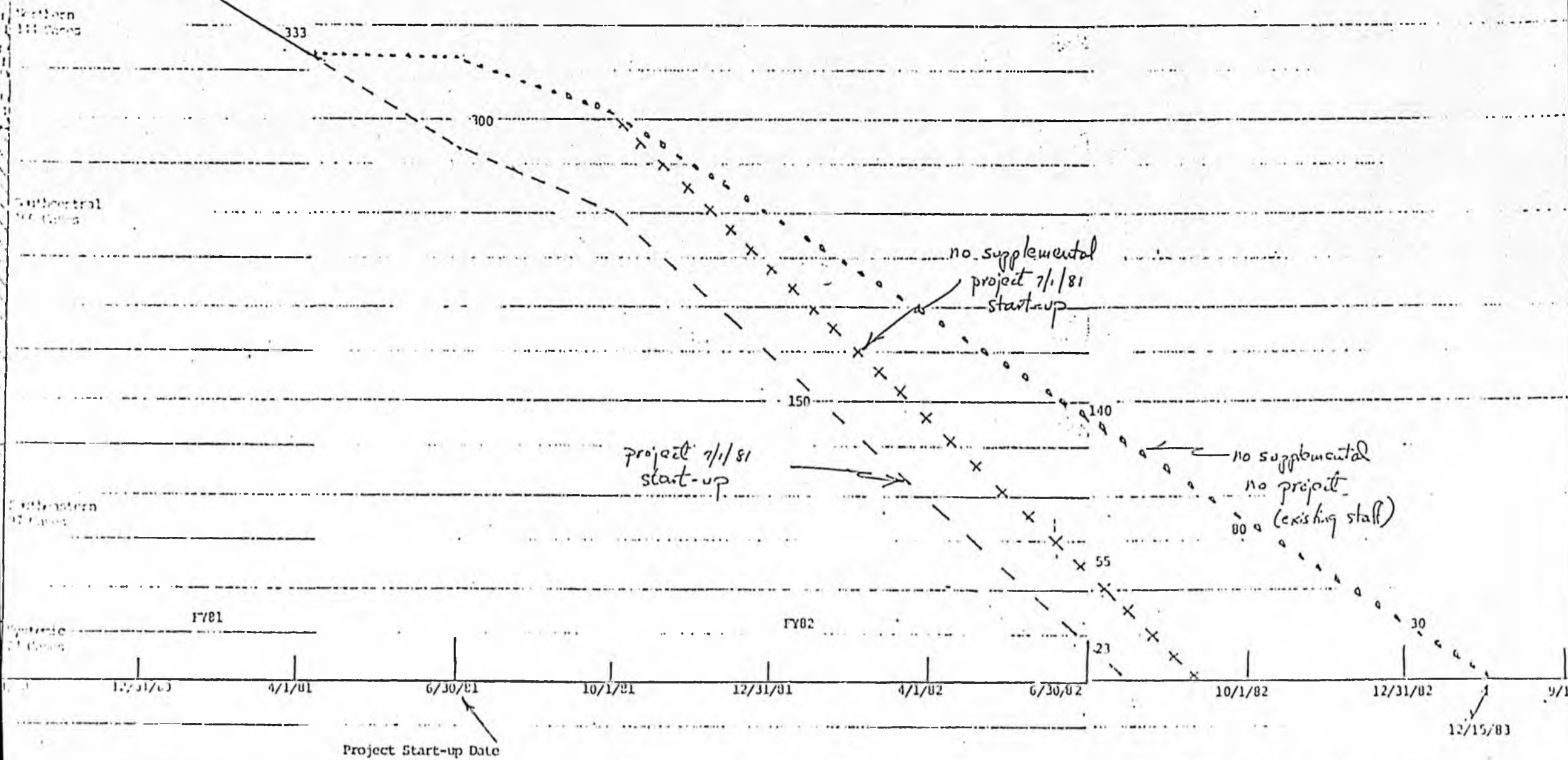
NOTE: Northwest Gasline impact may raise complaint totals by 1984. This chart is based upon conservative complaint filing forecasts with no allowance for gasline impact.

"Worst" Projection - no Backlog Project

PROPOSED BUDGET ADMINISTRATION DISBURSE

Table 2

HUMAN RIGHTS COMMISSION  
"BACKLOG" ELIMINATION  
PROJECTIONS  
FY81 - 82



FY81

FY82

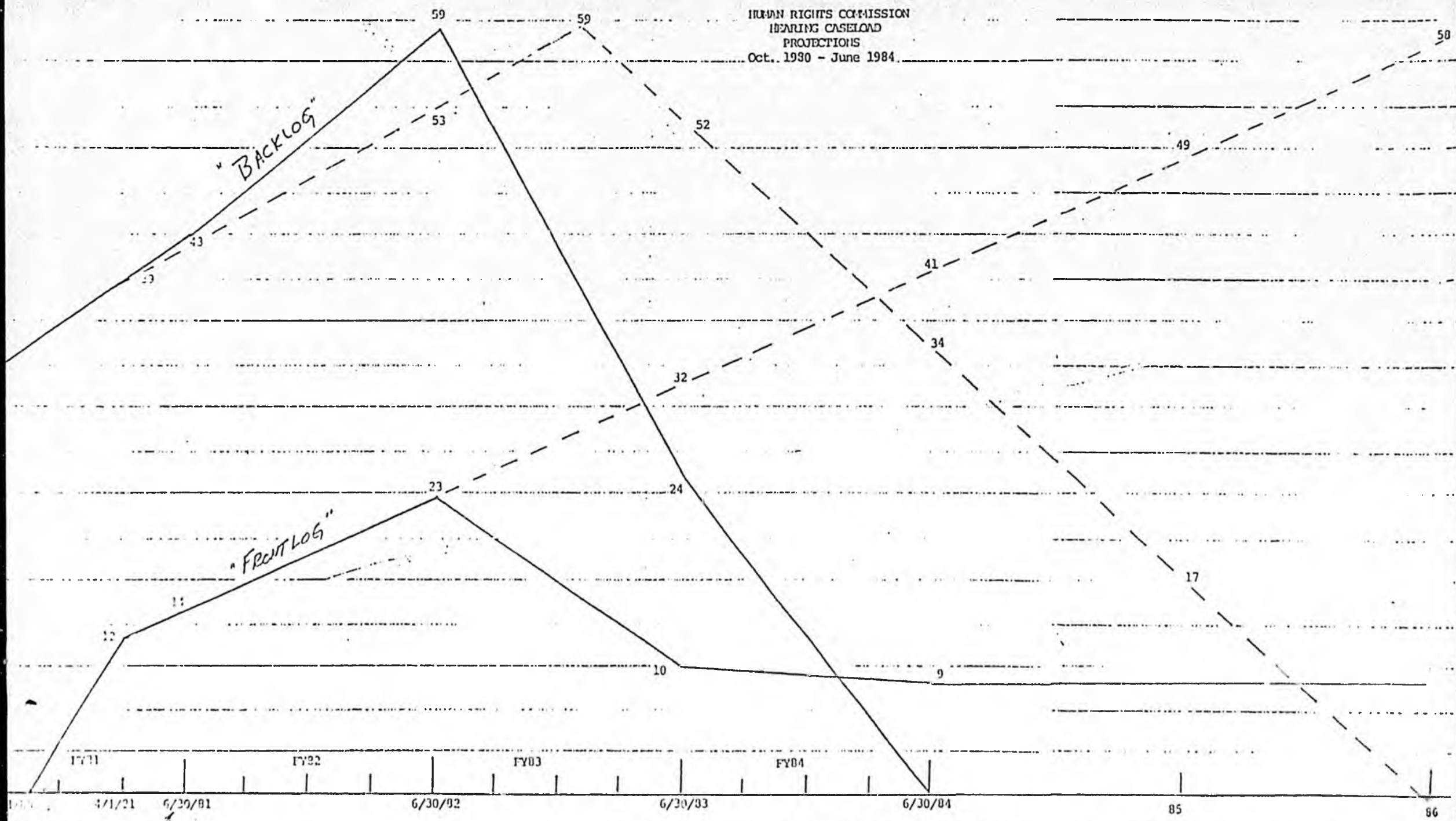
Project Start-up Date

12/31/80 4/1/81 6/30/81 10/1/81 12/31/81 4/1/82 6/30/82 10/1/82 12/31/82 9/1/83

12/15/83

Table 3

HUMAN RIGHTS COMMISSION  
HEARING CASELOAD  
PROJECTIONS  
Oct., 1990 - June 1984



"BACKLOG"

"FRONTLOG"

Source: Hearings Data

THE FOLLOWING DOCUMENT(S) MAY NOT FILM  
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# MEMORANDUM


# State of Alaska

TO: Senator Vic Fisher, Chairman  
State Affairs Committee

DATE: March 6, 1981

FILE NO:



TELEPHONE NO:

FROM:  Niel Thomas  
Executive Director  
Human Rights Commission

SUBJECT: TERO Funding - Human Rights  
Commission Supplemental

Here is the information which Nancy Coszek of your staff requested today. She asked what funding level would be appropriate to support TERO programs, the concept for which I outlined in my recent memo.

TERO Funding: The figures below rest on the following assumptions:

- (a) Ten projects operating by the end of FY'82. (Eight now exist: Barrow, Tanana Chiefs, CINA, Dillingham, Kotzebue, Sitka, Bethel and AFN. Projects may be forming in Metlakatla, Nome, Kodiak and Tlingit/Haida.)
- (b) Full position cost (including benefits) of entry-level human rights representative equivalent to people at this agency who take complaints, explain basic legal rights, gather facts in one-on-one cases and assist with case resolutions. One position per TERO project.
- (c) \$2000 per project for travel.
-  (d) TERO's pick up overhead and clerical from other on-going funding sources.
-  (e) 5% administrative cost at this agency ( 1/2 clerk to handle contract administration).
- (f) Project funding available spring of 1981 through June, 1982 from this appropriation. Average project duration: 9 months.

Annualized (12 month) Cost: \$371,532  
Requested amount (9 months) \$278,649

Continuing Account: We recommend that this amount be appropriated as a supplemental to the Commission's FY 81 budget so that funding can begin soon. For flexibility in program administration the appropriation should be made as a "continuing account", meaning that the entire amount will be available during the remainder of this fiscal year and through all of FY'82. This avoids re-doing contracts after June 30, 1981.

Local Human Rights Commission: This TERO funding is an extension of your earlier inquiry about financial support for local human rights commissions. We recommend that the amount below be included in the supplemental since these agencies are on a calendar year budget cycle and can put the funds to work immediately. Intent associated with this funding should say that it is designed to increase the existing level of on-going municipal support in order to strengthen the agencies' hearing and enforcement efforts. (Municipal funding for these activities has been insufficient to date, leading to criticism about fair hearings.) The amount for Anchorage is based upon the \$61,500 figure they furnished you separately and reflects that proportion of their current costs attributable to state cases they have been doing. Since that agency is on a calendar year budget cycle, I have given a figure for the supplemental large enough to cover eight months of spending at this rate in calendar year 1981 and the full year's amount for calendar year 1982. Therefore, the bill should also set this up as a continuing account in order to authorize funding into FY'83. Funding for the Fairbanks Commission is at 30% of the Anchorage rate, owing to the smaller volume of projected work there.

Anchorage Equal Rights Commission Annualized amount	\$ 61,500
Funding request May, 1981 through December, 1982	102,500
Fairbanks Human Rights Commission	30,750
Total	<u>\$133,250</u>

State Human Rights Commission: This FY'81 supplemental request covers unexpected moving and related costs (57.2) and a recapture of federal funds (35.9) lost from current contracts because of the FY'80 budget cut. Details are in the memo attached.

Total request                      \$93,100

Summary: The total requested FY'81 supplemental therefore is:

(a) TERO Funding through June 30, 1982	\$278.6
→ (b) Local Human Rights Commissions through December 31, 1982	133.2
(c) State Human Rights Commission through June 30, 1981	93.1
	<u>\$504.9</u>

93.1

411.8

I reviewed this information in this memo with some members of the Commission late today and was asked to express these concerns to you about a possible supplemental:

- (1) We hope the legislature does not view the size of the supplemental as an effort by the Commission to dramatically increase its budget. Less than 20% of the funds go to the Commission, and those are for a one-time shortfall. The rest of the supplemental is specifically earmarked for other related organizations.
- (2) We share any concern which might be voiced that the Commission's functions would be duplicated by TERO's or local commissions. We believe, however, that adequate care has been taken to guard against this already through worksharing agreements and by carefully defining responsibilities.


# MEMORANDUM

# State of Alaska

TO: Sylvia Carlsson  
Alaska Native Employment Rights  
Planning Committee (ANERPC) FILE NO:

DATE: May 6, 1981

TELEPHONE NO:

FROM:  Niel Thomas  
Executive Director  
Human Rights Commission

SUBJECT: Relationships between  
ANERPC Members and  
State Human Rights  
Commission

The first meeting of ANERPC last week included a discussion of how its members' activities would harmonize with the Human Rights Commission, particularly if state funding were available. We discussed how a contractual relationship might work and what those contracts might contain.

This is to summarize my thoughts. I have not gone so far as to draft a contract because I think we at the Commission need more advice from ANERPC members first. If I wrote a contract at this juncture we might give the appearance of preparing a "one-way" negotiation, and I would prefer a fully collaborative relationship with ANERPC.

First I'll summarize our individual responsibilities. Then, I'll describe what I think the linkages are.

State Human Rights Commission: We are an agency in the Office of the Governor established by state law to accept, investigate and conciliate discrimination complaints. We have authority to issue remedial orders after hearings. The discrimination laws are stronger in Alaska than most laws of other states and the federal laws. We summarized these legal standards in our 1980 Annual Report, copies of which have been distributed to ANERPC members (we also published the addresses of ANERPC members in that report.) The laws cover virtually all employers in the state except the federal government. We have jurisdiction over the State of Alaska and municipal hiring practices. We have the authority to use compulsory legal procedures "in any inquiry, investigation, hearing or proceeding before the Commission". A.S. 18.80.060(b)(4).

Because of our compliance activities we receive a steady stream of inquiries from the public asking whether their rights are being violated. We also are asked to give workshops for employers and their managers who make personnel decision so that they know what the law requires and can avoid discrimination complaints. Recent U.S. Civil Rights Commission hearings on discrimination issues in the seafood processing industry are documenting how much more information these employers would like to have. Our FY82 budget request would upgrade our cap-

ability to produce printed materials and videotapes for use in rural areas.

The Commission has three field offices, in Anchorage, Fairbanks and Juneau, with a staff to carry out compliance and public education activities statewide. They accept collect phone calls from rural areas and have a travel budget to get to where the complaints and educational needs are.

The Commission was recently funded for an Assistant Director to oversee agency activities in rural Alaska. Jerry Woods is a co-equal with the the three field office directors and brings continuity and coordination to our rural program. His office is the logical point of contact between our agency and ANERPC members.

ANERPC: This organization is an informal association in Alaska modeled after a national employment rights group of Indian Tribal Employment Rights Offices (TERO). There are eights Alaska TERO's now with more possible to be formed. ANERPC is in a good position to communicate on behalf of TERO's with the Human Rights Commission, federal civil rights agencies and other groups of interest to the TERO network.

TERO's: The Alaskan TERO's have multiplied in the past year because of the success of the CINA TERO funded by EEOC. The CINA project had a contract with EEOC under which its staff was trained in basic employment discrimination law, complaint filing standards and case resolution procedures and remedies. The TERO had authority to take complaints on behalf of EEOC and EEOC refrained from processing these cases for a limited time while the TERO attempted to resolve them. If a case did not settle, EEOC would assume jurisdiction, but because of work-sharing agreements with the Human Rights Commission and the Anchorage ERC these agencies were also in a position to pick up on these cases if EEOC in Seattle could not get to them promptly. Because there was good communication between the TERO, EEOC, HRC and ERC we avoided duplication and overlap, as where a charging party went to more than one office to file a complaint.

Because the TERO staff had expertise on discrimination law it was also able to provide information on people's rights and conduct workshops for employers much the same as State HRC does.

EEOC has announced that it will no longer fund TERO's in Alaska. The present TERO's are funded from local sources (Native non-profit corporation funding sources, mostly). To the extent that CETA supports these programs the future of the new TERO's is in jeopardy as this federal source dries up. At present there is no state funding for TERO's, although HRC has re-

quested it and several legislators have expressed their support for the concept.

TERO Activities under State Funding: The State HRC has heavy responsibilities to carry out compliance and educational activities in rural Alaska. Asking the TERO's to contract to carry out a portion of this work on behalf of HRC is a sound idea and cost-efficient.

The cost of funding TERO's must be compared with the comparatively high cost of increasing the staff of the Commission, its travel budget and the cost of rural offices. TERO's are staffed with local people who know local conditions, who do not have to travel long distances from major cities and who already have offices to work from.

Public Education: TERO's can use their staffs, many of whom are likely to speak local languages, to teach people their rights. Materials can be supplied by the State HRC. The HRC can also provide training and technical assistance. The model is similar to the way local people now handle paramedical responsibilities with long-distance back-up from physicians and urban medical facilities.

The TERO's can also meet much of the demand from employees in rural areas for workshops and information about compliance standards.

Complaint screening: When people with inquiries come to TERO's with potential complaints, the TERO staffs can counsel the individuals and prepare complaints on behalf of the Commission. (If the inquiry does not produce a complaint the counseling process can steer the individual to the proper agency, or explain why the problem is not one which existing laws cover.) The Commission can agree to a brief period for the TERO to attempt informal resolution of the complaint after it has been sent to the Commission. (The model here is the same as the CINA/TERO's relationship to EEOC.) TERO's are contractors which are private non-profit corporations their activities are strictly voluntary and carry no powers of enforcement or compulsory investigative authority. Therefore the parties do not have to cooperate with TERO's in their requests for information and their attempts to work out a settlement. When this happens, the Commission takes over the same as any other case. That's the incentive for local people to cooperate with a professionally staffed and state-trained TERO: the alternative is state processing of the complaint.

Funding: To request TERO's by contract to carry out these activities on behalf of the state implies state reimbursement of TERO costs. The recommendation is for the Legislature to make one appropriation for this purpose to the Commission to be administered as part of the Commission's rural program.

Contracting: Normal state contracting procedures will apply. The process would begin with a public meeting to which all potential contractors would be invited. The purpose of the meeting would be to establish

- program goals (a review of the activities described in this memo)
- how many contracts to let with the amount of money appropriated
- contents of the request for proposal (RFP)
- reporting requirements
- contract writing/negotiating procedures.

Following the meeting, the RFP can be released, proposals written and analyzed, awards made and contracts written.

Eligibility: Since the work to be performed can logically be carried out by a variety of non-profit entities based in rural Alaska, any such entity would be eligible to submit proposals: one would logically expect, however, that proposals from existing TERO's, because of their experience and bi-lingual capabilities, are likely to be highly competitive.

Non-discrimination: The use of state funds for this purpose necessitates that all contractors would be required by their contracts to make their services available to the public on a non-discriminatory basis.

*Sylvia Carlsson - Summary*  
*Arlene Wilts*

MEETING REPORT  
April 29 to 30, 1981

LOCATION: Alaska Federation of Natives Conference Room, Anchorage

PURPOSE: The formation of a tribal employment rights office network.

COMMENTS: On April 29, 1981 the following persons met in the AFN conference room in Anchorage to discuss formation of a new advisory committee to the AFN/Human Resources Board.

Sylvia Carlsson, AFN  
Al Stevens, Executive Director, Inupiat Community of  
the Arctic Slope Phone No. 852-2411  
Gale K. Vick, Director Education & Employment, TCC  
Phone No. 452-8251  
Tiny Phillips, Director CINERO (CINA)  
Phone 265-1225  
Nastasia K. Markham, AVCP Employment Rights Office/  
Labor Relations Phone 543-3521  
Ron Hoffman, Manpower Specialist AVCP  
Phone 675-4383  
Keith Redeagle, Director CETA Sitka Community Association  
Phone 747-3207  
Ben Ungudruk, Investigator CINERO  
Phone 265-1285  
Carolyn Hoseth, Employment Assistance Coordinator,  
Bristol Bay Native Association  
Phone 842-5256  
Chris Calvert, CINERO Phone 265-1284  
Jerry Woods, Assistant Director, Rural Program, State  
Human Rights Commission  
Phone 276-7474  
Harry Cross, Director Mauneluk Employment Rights  
Office  
Phone 442-3802  
Neil Thomas, Director State Human Rights Commission  
Phone 276-7474  
Joyce Dixon, Director TERPC (Tribal Employment Rights  
Planning Committee), Bremerton, Washington

COMMENTS: There are approximately seven operating, or pending recognition, NERO (Native Employment Rights Offices) within the State of Alaska (ICAS at Barrow prefers to be known as a TERO). Sylvia Carlsson of the Alaska Federation of Natives gave the opening introductions. There was a round table discussion of the individual NERO offices, and there was a vote for an acronym. We decided upon ANERPC (to stand for Alaska Native Employment Rights Planning Committee). ANERPC is essentially, at this point in time, intended to be an advisory committee to the Human Resources Board for the Alaska Federation of Natives (please see attached flow chart). ANERPC

will have lateral communications with both the State of Alaska Human Rights Commission and with the Tribal Employment Rights Planning Committee (TERPC). It will also be the coordinating committee for all the in-state individual TERO offices.

*Indo. offices  
we monitor*

The purpose for ANERPC is: to support monitoring and enforcement efforts of the individual employment rights offices for ~~Alaska Natives and American Indians~~ within the State of Alaska.

The functions are:

1. to identify funding resources
2. to provide technical assistance to individual TERO offices
3. identification problems
4. communications network
5. forum for exchange of ideas on individual problems
6. discussion of tribal state relations
7. coordination with the new Alaska Native manpower and education association
8. dissemination of information on employment rights to rural Alaska communities
9. communications with TERPC

AVAILABILITY: AFN may be able to set up referral for technical assistance requests by the individual TERO offices. They will also be able to assist in the gathering and dissemination of reports.

Joyce Dixon, the director of the Tribal Employment Rights Office Planning Committee (TERPC), Bremerton, Washington, discussed the formation and present structure of TERPC and its relation to the individual TERO offices nationwide of which there are an estimated 80 currently operating. Their present funding is \$98,500 from 3/81 until 12/81 and they are currently seeking support for the next season, as well as money from private foundations. Joyce also discussed the possible subregionalizing of the TERPC, which would include five regional TERPC groupings, Southwest (Alaska, New Mexico, Nevada, California); Northwest (Washington, Oregon, Idaho); the Northern Plains (including North Dakota, South Dakota, Montana); the Alaska Region, and the Oklahoma and East Coast Region. This is just a preliminary sketching to be presented to the TERPC board at the annual TERPC meeting in Bottle Hollow, Utah scheduled for the 4th through the 8th of May. The present TERPC funding is from two sources: OFCCP and EEOC.

The Bottle Hollow annual TERPC meeting was discussed at length. Gale Vick is the temporary chairperson for ANERPC, but requested that Tiny Phillips be nominated acting chairperson to represent ANERPC at Bottle Hollow. Tiny is expected to bring back information from the meeting, as well as to lobby for an Alaskan member on the Board of Directors.

DISCUSSION  
OF MEETING  
SCHEDULE &  
WORKSHOP  
DATE:

Discussion was carried over until the following day, we were trying to coordinate with several pending meetings, which include employment and education. We came to the decision that we will run our next meeting concurrently with the Human Rights Commission annual meeting and report to the State Legislature to be on May 11 and 12 in Juneau.

Neil Thomas, the executive director for the Human Rights Commission in Anchorage, presented a brief rundown on the formation and intent of the Human Rights Commission in the State of Alaska. He introduced Jerry Woods who is the rural coordinator for the Human Rights Commission, which essentially means that he will be meeting with the visiting rural organizations which assist in either charge processing or any kind of activity associated with the protection of employment rights. As Neil stated, he envisions that eventually the Human Rights Commission can contract out to regional groups for the express purpose of intake on Human Rights complaints. It was unclear whether these groups would have any authority to be involved in procedures for charge processing. The comment from the floor was that this kind of authority is necessary for the credibility of the individual offices. Neil has requested inclusion of additional monies in their operating budget to provide for such contractual purposes. We are expected to get further details on the 11th. Sylvia Carlson volunteered to set up the meeting place and agenda for the 11th and 12th meetings.

Al Stevens taped the meeting and will be giving a summary of those tapes out at the Juneau meeting.

A need for a workshop to be conducted by the OFCCP (Office of Federal Contract Compliance) and the EEOC (Equal Employment Opportunity Commission) for a discussion of methodology and technical assistance was discussed as a priority issue before the 1981 construction season, which doesn't leave us very much time. We also suggested that Dan Press, who was one of the organizers of the TERPC and who is now an attorney representing TERPC, as well as member organizations be attendant at that workshop.

SOURCES OF FUNDING: Sources of funding was a thoughtful topic of discussion. Possibilities were discussed and will be continued at the Juneau meeting. The chairperson requested that the individual members be prepared at the Juneau meeting to:

- a) to discuss the Bottle Hollow meeting
- b) to nominate a permanent chairperson
- c) return with input from their respective regional organization boards on formation of this organization

/s/ Gale K. Vick

# MEMORANDUM

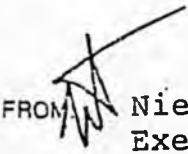
# State of Alaska

TO: Senator Vic Fischer, Chair  
State Affairs Committee

DATE: March 10, 1981

FILE NO:

TELEPHONE NO:

FROM:  Niel Thomas  
Executive Director  
Human Rights Commission

SUBJECT: Local Human Rights Fund-  
ing--Further Information

This replies to your questions about a possible Human Rights Commission's supplemental appropriation for Human Rights activities at the local level.

In our earlier materials we summarized the Commission's one-time need for rent funding and recapture of federal funds (\$93.1). If you have any further questions on this subject we will be happy to elaborate.

You asked for further details about the working relationship between our agency and the Anchorage Equal Rights Commission. (Funding suggestion of \$133.2 for Anchorage and Fairbanks.) Attached is a copy of the work sharing agreement which has been in effect during the past year. I understand the Equal Rights Commission has already sent you some information separately. We referred 24 complaints to the ERC during 1980. That constituted 25 percent of their total case load for the year. They estimate that about 62 percent of their budget is devoted to investigation and enforcement, as opposed to public education and overhead.

We have found our working relationship with ERC to be most satisfactory and have focused most of our energies on training and technical assistance to insure that the quality of work at ERC is comparable to that which we would have done ourselves. We have had no problems with overlap or duplication of functions, since the office staffs work closely together to anticipate and identify such problems as people filing separately in both offices without letting either of us know.

You also asked whether funding for Human Rights program in rural Alaska (\$278.6) would be available to the general public on a non-discriminatory basis. Contracts between the Commission and any private organization would have to contain assurances of non-discrimination. Our earlier description of TEROs represents the practical fact that the most likely contractors will be these existing organizations. By describing these entities we are not excluding the possibility that other organizations (such as the Upper Tanana Development Corporation, a RuralCAP spinoff with which we once contracted in a similar program) might come forward and be qualified to perform. Regardless of who the contractor is, we can assure you that

Memo to Senator Vic Fischer  
March 10, 1981  
Page 2

contracts would specify that public education activities in rural Alaska would be by radio, television and publications which would be available to the general public on a non-discriminatory basis. Furthermore, contracts would assure that contractors will service any member of the public seeking to file a complaint or gain any other service.

Our experience with the first Status of Women project might be instructive as to how the contracting practice for a rural programs might be handled. When the Legislature appropriated \$20,000 to the Human Rights Commission to prepare a preliminary report on the Status of Women in Alaska, we began by calling a meeting of potential contractors. We collected their thoughts on what the report should contain and used this information to prepare a formal request for proposals. The normal state contracting process then took over, with the successful bidders who emerged producing the report which ultimately led to the formation of the Commission.

The same kind of procedure would doubtless be followed if the Legislature funds a rural contracting program this year. We would sponsor a meeting of all organizations from rural Alaska who might be interested in participating, and asking for their advice as to how the program should be structured, what the performance standards should be, what eligibility requirements should be associated with the funding, and how the appropriation should be divided among successful bidders.

We followed this same procedure in 1978 when we solicited proposals from potential rural contractors after our Barrow office closed and the funds were placed in our contracting line. There were 12 bidders, from which three were selected for the demonstration program which serves a model for the rural program we are now discussing.

# M I N U T E S

ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES

ORGANIZATIONAL WORKSHOP.

APRIL 29, 30, 1981

SUNSHINE MALL, 411 WEST FOURTH AVENUE, ANCHORAGE, ALASKA

## INTRODUCTION AND OPENING REMARKS:

Ms. Sylvia Carlsson gave the opening remarks and introduced the participants from all over Alaska. Indicated the purpose of the Workshop and the objectives for creating a network of TERO/NERO offices.

## PROFILES OF ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES: (Ten minute presentations)

Profiles given from each TERO/NERO office present. Presentations given by Tanana Chiefs Conference, Inupiat Community of the Arctic Slope, Cook Inlet Native Association, Yupiktak Bista Manpower Centr (AVCP), Sitka Community Association, Bristol Bay Native Association.

## FORMING A STATEWIDE NETWORK:

Sylvia Carlsson explained what she felt would be a statewide network of TERO/NERO offices. Al Stevens indicated that he felt that it was necessary but needed to be formed as a committee and not as a commission. He indicated if we are to communicate with one another and combine our efforts we need this approach. Al indicated that he need to unite together to be effective. AVCP presented its views also. Both AVCP and ICAS indicated it would have to take any results of the committee back to their respective Boards. Most all indicated this would be the case. All agreed that the committee is necessary and should be formed right now. It was agreed that not only would this be a good political tool but an excellent way in which to exchange data. Much other discussion was done but the outcome was the same. Approval of a statewide committee on Alaska Native Employment Rights.

## FUNDING SOURCES AND PROBLEMS:

Discussion on various methods of funding was done. Some seemed concerned with the States rules on funding for employment rights. Others thought that it would not present a problem. There didn't seem to be any firm or definite means for funding and it being late in the day, the meeting was recessed until 9:00 A.M.

## FLOAT BACK TO FORMATION OF STATEWIDE NETWORK:

Agreed that one representative and an alternate be designated from each area. Suggested that nominations be made for a temp. chairperson. Nomination made by Al Stevens for Gale Vick, Seconded by Harry Cross. Nomination made by Tiny Phillips, seconded by Declined by Al due to distance from Barrow to other areas. Gale Vick elected as Temp. Chairperson. Sylvia brought up the funding again. The meeting went back to meeting times and the date of the next meeting. Much, much discussion was done on the name of the committee. The final selection was ANERPC. (Alaska Native Employment Rights Planning Committee)

Various goals were discussed for the purpose of the committee. These were Technical Assistance, Funding Sources, Training, and Sharing of Data, Problems, Incidents, and legal litigation.

Discussion on ANERPC's organizational flow. See attached flow chart as a suggested format to follow. Authority for the committee would be as an advisory committee to make recommendations to the Human Resource Committee of AFN.

Discussion on entering data into a statewide network for available talent within areas or statewide. Some are already on the system but others are trying to develop their own system. Newsletter was suggested but no definite plans were made. Generally accepted that the telephone and correspondence would be more beneficial. Suggested that monthly reports be sent to each other rather than the burdensome process of newsletters, since all TERO/NERO's have monthly and quarterly reports anyway.

Much discussion on dates of meetings since there are so many of them in May & June. Dates for Region XX were changed so many times that it was decided to set our own dates and get on with the program.

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION:

Ms. Bea Rivers from EEOC in Washington D.C. did not show for the portion of the agenda provided.

## TRIBAL EMPLOYMENT RIGHTS PLANNING COMMITTEE:

Ms. Joyce Dixon, Executive Director of TERPC presented what TERPC is and what it is trying to accomplish. Ms. Dixon indicated that all recognized TERO's are a part of TERPC. There are currently 41 TERO's under TERPC. Of the 41 there are 13 in the formation stage. Of the 41 there are three recognized from Alaska, Bethel, Barrow, and CINA of Anchorage. There are 28 which have been in operation at least one year. She indicated that the statistical data collected in March was the reason which TERPC got refunded this year, indicating the importance of this type of data.

Ms. Dixon presented the various activities happening with the TERO's in the lower 48. CINA responded to Ms. Dixon's response of seeking funding from other sources rather than EEOC, as an important part of the EEOC process is the authority to act. Ms. Dixon explained the agenda of the workshop which is going to be taking place at Bottle Hollow, Utah, for the benefit of those who plan to attend. It was agreed by all that Tiny Phillips represent Alaska at this meeting.

BREAK FOR LUNCH:

ALASKA STATE HUMAN RIGHTS COMMISSION:

Mr. Jerry Wood of the Commission presented what the commission was doing in Alaska and how it would be beneficial to the TERO/NERO's. Recommendations by TERO/NERO's as to the communications which should be in effect between HRC and ERO's.

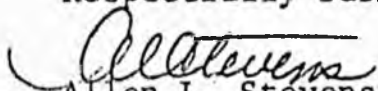
Executive Director of the HRC gave a presentation. Concerns from the TERO/NERO's to the HRC were given along with much discussion. He indicated that the concept of using TERO/NERO's as the rural arm of HRC is sound but there may be problems. He also indicated that he would look at a contract from the TERO/NERO's for intake service. Al Stevens indicated that it would be in the best interest of HRC as well as the TERO/NERO's for this approach since by the time it takes HRC to get on the job site the job would be completed and the contractor would be off the slope in most cases. Al also indicated that the TERO/NERO's need the authority to act from EEOC and HRC. Sylvia indicated that the authority and credibility to work with the employers is needed. Much discussion was done.

SUMMARY OF WORKSHOP:

Dates were once again discussed. May 11-12th will be the ANERPC meeting in Juneau. Be prepared to elect a Chairperson, Feedback from organizations of ANERPC concerning Bottle Hollow, and the recommendations for a workshop for TERO/NERO's. May 19-22, for the Training workshop in Juneau, May 26-29 for the Region XX Meeting, and June 8-9 for the Manpower/Education meeting in Juneau.. Remember SB 318. Gale Vick made closing remarks concerning employment rights. Thanks given to the participants and the speakers.

WORKSHOP ADJOURNED AT 3:00 P.M.

Respectfully Submitted.

  
Allen L. Stevens

# ALASKA FEDERATION OF NATIVES, INC.

1577 'C' Street, Suite 304 • Anchorage, Alaska 99501 • Phone 907-274-3611



## ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES

### ORGANIZATIONAL WORKSHOP

APRIL 29, 30, 1981

SUNSHINE MALL

411 WEST FOURTH AVENUE

ANCHORAGE, AK

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### T E N T A T I V E   A G E N D A

#### WEDNESDAY, APRIL 29:

- |                    |  |
|--------------------|--|
| 8:30 - 9:00 A. M.  | REGISTRATION, COFFEE, AND DONUTS   |
| 9:00 - 9:15        | INTRODUCTIONS AND OPENING REMARKS<br>Sylvia Carlsson, AFN                                  |
| 9:15 - 10:25       | PROFILES OF ALASKA NATIVE EMPLOYMENT RIGHTS OFFICES<br>Ten-Minute Individual Presentations |
| 10:25 - 10:40      | B R E A K  |
| 10:40 - 12:00      | FORMING A STATEWIDE NETWORK<br>Discussion by Group   |
| 12:00 - 1:00 P. M. | L U N C H  |
| 1:30 - 2:30        | ORGANIZING THE NETWORK<br>Constitution, Bylaws, and Board of Directors                     |
| 2:30 - 2:45        | B R E A K  |
| 2:45 - 4:30        | FUNDING SOURCES AND PROBLEMS<br>Discussion by Group  |
| 4:30 P. M.         | RECESS   |

-PAGE TWO-

THURSDAY, APRIL 30, 1981:

9:00 - 10:00 A. M.	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Beatrice A. Rivers
10:00 - 10:15	B R E A K
10:15 - 12:00	TRIBAL EMPLOYMENT RIGHTS PLANNING COMMITTEE Joyce Dixon, Executive Director
12:00 - 1:30	L U N C H Arrangements by CINERO
1:30 - 2:30 P. M.	ALASKA STATE COMMISSION FOR HUMAN RIGHTS Neil Thomas, Executive Director
2:30 - 2:45	B R E A K
2:45 - 3:30	SUMMARY OF WORKSHOP Sylvia Carlsson, AFN
3:30 - 4:30	PLAN OF ACTION Discussion by Group
4:30 P. M.	ADJOURNMENT

Funding Information  
General Fund \$411,800  
Other Funds -0-  
\$411,800

Introduced: 5/5/81  
Referred: State Affairs and  
Finance

1 IN THE SENATE

BY STIMSON AND FISCHER

2 SENATE BILL NO. 550

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 TWELFTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making an appropriation to the Office of the  
7 Governor, State Commission for Human Rights; and  
8 providing for an effective date."

9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

10 \* Section 1. The sum of \$411,800 is appropriated from the general fund  
11 to the Office of the Governor, State Commission for Human Rights, to be  
12 allocated as follows:

13 *rural employment*  
tribal ~~equal~~ rights officer program \$278,600  
14 local human rights commissions 133,200

15 \* Sec. 2. The unexpended and unobligated portion of the appropriation  
16 made by this Act lapses into the general fund June 30, 1983.

17 \* Sec. 3. This Act takes effect immediately in accordance with AS 01.10.-  
18 070(c).

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29

May 12

Diana Swenson Jim Thomas

Silvia Carlson spec asst - ATN  
OK Nat Empl Lts Plug Comm

Letter of intent

- not in or of ~~off~~ funded
- not dis of services ~~of~~ on disc. free
- all, regardless of race, color, ~~ethnic~~