

MINUTES OF THE MEETING OF THE
COMMISSION FOR WOMEN
DEPARTMENT OF ADMINISTRATION

February 2, 2017

The meeting of the Commission for Women was called to order by Chair Elisa Cafferata via teleconference at 9:30am on Thursday, February 2, 2017, to 515 E. Musser Street, Carson City, NV, and 1830 E. Sahara Ave., Las Vegas, NV. (**Exhibit A**) is the Agenda and (**Exhibit B**) is the attendance roster. All exhibits are available and on file in the Department of Administration, Director's Office.

COMMISSION MEMBERS PRESENT:

Elisa Cafferata, Chair
Richann Bender
JoEtta Brown
Durette Candito
Anna Thornley
Colleen Baharav

COMMISSION MEMBERS ABSENT:

Brooke Westlake
Diane Fearon
Brenda Hughes
Allison Stephens

D of A STAFF MEMBERS PRESENT:

Annette Teixeira
Mary Woods

OTHERS PRESENT:

Katie Armstrong, Attorney General's Office
Vickie Rutledge, Department of Administration, Administrative Services Division
D. Hartmann, Senator Dean Heller's Office
Lorri Jackson, President of the Women's Research Institute, UNLV

Agenda Item #3 - Public Comment

No Public Comment

Agenda Item #4 – Review and Approval of Minutes for October 11, 2016

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A motion to approve the October 11, 2016 meeting minutes was by Durette Candito to approve the minutes and JoEtta Brown seconded the motion for October 11, 2016.

The motion was approved unanimously.

Agenda Items #5 – Recognition – Exhibit of Women’s Contribution to Nevada’s History

Mary Woods: Our original case for the exhibit in the North was damaged by the recent flooding. However, we were given a similar case by Peter Barton from the Museums to use for our exhibit. It is now in place at the Capitol in Carson City. Our first exhibitor is the Fourth Ward School out of Virginia City. The Executive Director at the school was doing research and discovered that the first two graduates at the school were women. The display represents this. There will be a sign on the outside of the exhibit promoting the Commission for Women as the sponsors of the exhibit. This will be a rotating exhibit. We have the Women’s History project lined up to start sometime in May. The Governor’s Office is also proposing an additional exhibit in the breezeway of the Capitol.

Chair Cafferata: I have been communicating with Alicia Barber and we are going to submit our planning grant to the Nevada Humanities Foundation to see about getting a small planning grant. The goal would be to outline where we would go with this as far as the exhibits. We can have a planning process to identify what the best use of the space would be. We also want to work on the Grant Sawyer Building exhibit with the grant and have a historian help us with both locations.

Durette Candito: Dr. Joanne Goodwin has offered again three-minute loops that would go up on a screen for possibly the Grant Sawyer Building.

Agenda Item #6 – For Possible Action – Survey and Public Workshop Results

Mary Woods: I have put together a one-page summary of the findings of the survey. All the information is on our website from the initial survey and the rural survey. Childcare was identified throughout the results. I have also prepared a four-page Executive Summary. All of the information is on the website. The documents can be used for your reference when speaking with legislators.

Chair Cafferata: Mary has done an amazing job putting this together. I have been talking already about this with Legislators and they are all interested in seeing it. These are a great set of tools for our Legislative work.

Agenda Item #7 – For Possible Action – US Department of Labor Women’s Bureau Region 9

Durette Candito: I was impressed with the turnout. A good discussion was had, but unfortunately no one had any quick-fix thoughts. It is a difficult subject.

Chair Cafferata: Did you have legislators attend?

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Durette Candito: Yes. They were very interested, which was encouraging.

Anna Thornley: We also had a good turnout here in the North. We had 4 elected officials, Assemblyman Steve Yeager, Assemblyman Chris Brooks, Assemblywoman Amber Joiner, and Assemblyman Al Kramer. The Reno-Sparks Chamber attended along with the Retail Association. Their main point was that there cannot be a “one size fits all” solution; you have to consider the smaller employers.

Mary Woods: There was a conversation about paid leave; how 1% could be charged by the State to employers, which the employees would be eligible for similar to an unemployment tax. But it was stated that this would be on top of all of the other fees, this could be burdensome.

Durette Candito: I thought that this was interesting how they came up with an idea of a paid leave co-op where employees could donate or give their time and bank it and other people that needed to could use it.

Colleen Baharav: We actually have a program like this in the county. It is called catastrophic leave.

Durette Candito: In government agencies that exists but in the private sector it does not.

Chair Cafferata: There is universal agreement that something is needed. It was useful for the Department of Labor, but I see that we can use it by having a summary of these additional roundtables that we can talk with the legislators also on. We are not providing statistically valid surveys, but we are providing actual input from real Nevadans on these specific questions that they are going to consider. There are a couple of paid leave bills that will be discussed in the Legislature this Session.

Mary Woods: Another one of the discussion points that came up in the Roundtable was that there was a grant opportunity for states to apply for funding to analyze how paid leave would look in their state. It is unclear what it will look like, but the U.S. Department of Labor is working on it. Once their team is in place then they will know about the grant. It has been an opportunity in the past and may continue to be, it will be getting funding for a state to analyze what a paid leave program would look like in their state.

Chair Cafferata: I am going to take agenda item #12 out of order.

Agenda Item #12 – For Possible Action – Budget and Finance – Community Foundation of Western Nevada

Chair Cafferata: The update on the Community Foundation of Western Nevada is that we had signed the agreement and then our Attorney General staff had a chance to review it and we had one minor clarification that was needed. We have now signed an amended agreement. Any grant money will go to the Community Foundation of Western Nevada, Nevada Commission for Women fund and then it will come to the State with an explanation of what the money is for, so the State has a record for clear accounting.

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Katie Armstrong, Attorney General's Office: One of the questions that I had was how the money was actually going to be disbursed. The Commission will make that decision and vote on it, then the minutes will be sent to the Foundation and the money will be disbursed.

Vickie Rutledge, Department of Administration, Administrative Services Division : I do need a copy of the agreement and the amendment so that we can do a work program to bring the funds into your budget and disbursements can be performed. If you are going to receive your funds per your minutes, please also copy them to the Department of Administration, Administrative Services Division for backup. I have provided to you today what is available in your budget as of today. If we look at the costs of Worker's Compensation through the end of the year, you will end with \$82.00 left in the account.

Agenda Item #8 – For Possible Action – Nevada Women Legislators Caucus

Chair Cafferata: Nevada does not have a caucus of women legislators, so in my conversations with different legislators I have mentioned that this is something that we are interested in supporting. Senator Joyce Woodhouse, Senator Becky Harris, and Senator Patricia Farley agreed to pull this together. They have their first meeting set for February 10, at 9:30am. The goal of the first meeting is for them to get together and talk about how the women's caucus will operate. The Commission is a partner as we are bi-partisan and they are interested in having it also be bi-partisan. We will be at the meeting to provide a bi-partisan view. Initially they plan on meeting a couple of times to see what their work priority would be as a women's caucus. They will be looking for one or two bills that they all can support as women. They envision having a once-a-month breakfast at the legislature and maybe we can figure out something in Las Vegas, where in both locations people could come and hear a few speakers on the issues that they are tracking and have the opportunity to meet legislators and lobbyists. Women's caucuses around the country have been instrumental in raising issues that their male legislator counterparts do not raise.

Richann Bender: How many women legislators are there?

Chair Cafferata: We have 40%; I do not know the exact number. It is a very diverse legislature. I do plan to share our Executive Summary with the group.

Agenda Item #9 – For Possible Action – Gender Equity Index Bill Draft Review

**Agenda Item #10 – For Possible Action – Commission for Women's creation document
NRS 233I**

Chair Cafferata: I met with the Chief of Staff for Jason Frierson, the Speaker of the Assembly. Speaker Frierson is going to be carrying both of our bills for us. He is interested in bringing in other legislators to co-sponsor them. We are looking at this Commission to decide what measures we would include in a report card and then requiring businesses of a certain size to fill it out. There might be a fiscal note to this bill, which might make it challenging to pass. We are going to be working with the Speaker and his staff to identify what that might be. They did not see any issues with the cleanup bill for the Commission. We will be present to testify on the bills.

Agenda Item #11 – For Possible Action – Legislative Calendar

Chair Cafferata: The idea was that we ask people or groups that are already doing a day at the Legislature to incorporate women or recognize women's contributions or have floor statements. Diane Fearon reached out to several groups as did I. I have not heard anything back as of yet.

Anna Thornley: I know I responded with who I have been in contact with, but then I never heard back if anyone else had, so I did not want to duplicate efforts.

Chair Cafferata: I think the calendar is complete now, so everyone can take a look through and see if there are any organizations they might know and ask.

Agenda Item #13 – For Possible Action - University Internship Opportunity

Chair Cafferata: I did create a job description which I shared with Mary. I will share with everyone else, but at this point we are still awaiting the decision from the Department of Administration, Division of Risk Management, if we will need to carry worker's compensation on the interns.

Mary Woods: If we try to start the internships now without having the Worker's Compensation blanket policy that is being proposed in place, we would be responsible for their worker's compensation. We should have an answer on the blanket policy by the end of March.

Agenda Item #14 – For Possible Action – Legislator Communications Tracker

Chair Cafferata: The conversation that we want to have is that we adopted the policies that JoEtta put together for us and I recall that we decided that if we all agreed and have voted together as a Commission on how we would speak with legislators, that the Commissioners could feel empowered to speak on behalf of the Commission in the areas that we had agreement. We would track who we have approached in the Legislature. The things that we are going to be talking about will be the Executive Summary of the workshops that we did and making sure that legislators are aware of this information and what the major findings were. The legislators are going to be dealing with a lot of bills that concern workforce development and working women issues, so that would be one topic, and the U.S. Department of Labor Roundtables would be another topic we could talk about and then our bill draft request to clean up the Commission for Women. These are the three specific things and the Gender Equality Index. Ideally we would look at the list of legislators and members could say who they knew and if you are comfortable going to talk with them.

JoEtta Brown: Can we have an outline of the topics you want us to talk about?

Chair Cafferata: Yes.

Agenda Item #15 – For Possible Action – National Association of Commission for Women

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Exhibit B	Attendancc Roster - 2 page
Exhibit C	
Exhibit D	
Exhibit E	
Exhibit F	

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Chair Cafferata: As discussed earlier, we have submitted the paperwork and money for the membership.

Agenda Item #16 – Public Comment:

D. Hartmann, U.S. Senator Dean Heller’s Office: I would like to take a moment to introduce myself, I work with Senator Heller and I handle women’s issues in his office. I would like to partner with you and share my information so that I can be a resource for you. It sounds like you do mostly state-based work but if there is anything you need at a federal level I am here to help. You were talking earlier about grants, we write letters of support for grants and I can do some assisting there, and anything you can think of we are open to.

Chair Cafferata: We will make sure that we get you the notes from the Roundtables the Department of Labor earlier this year. If we do apply for the grant we mentioned, it would be helpful to have the Senator’s support.

Lorri Jackson, President of the Women’s Research Institute, UNLV: We support you.

Agenda Item #17 – For Possible Action – Adjournment

Chair Cafferata: This meeting is adjourned at 10:50am.

Respectfully submitted,


ANNETTE TEIXEIRA, COMMISSION SECRETARY

APPROVED:


CHAIRWOMAN, Elisa Cafferata


VICE CHAIRWOMAN, Richann Bender