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EEOC seminar at UM to feature discussions on growing number of discrimination cases

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IMMEDIATELY

TO
EEOC SEMINAR AT UM/FEATURE DISCUSSIONS
ON GROWING NUMBER OF DISCRIMINATION CASES

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MISSOULA--

The director of the Denver Equal Employment Opportunity Commission, Pedro Esquivel, will visit Montana October 15-16 to take part in the CLEM Seminar on Equal Employment Opportunity at the University of Montana School of Law.

He will be accompanied by Dr. Segismundo Pares, the District Counsel, and Deborah Griglak, an Equal Employment specialist. The Friday and Saturday continuing legal education program, which has been organized by the Women's Law Caucus of the Student Bar Division of the UM School of Law, is scheduled from 9 a.m. to 4:30 p.m./in the Montana Rooms of the University Center.

Discrimination litigation is increasing in importance every year. In 1975 over 200,000 complaints were filed on a federal level, and statistics from the Human Rights Commission of Montana indicate complaints in the state have increased from four in 1974 to 303 complaints at this date. The bulk of the Montana complaints are in the area of employment or government service and concern sex discrimination.

In addition, several cases have been litigated in Montana, including the recent Montana State University discrimination suit. The Federal District Court found discrimination in MSU hiring practices and, at the present time, negotiations are under way to determine a back / ^{pay} settlement, which may be sizable.

In recent years the courts have liberally applied their power to award attorneys' fees in Civil Rights litigation, and back / ^{pay} has been established as a standard remedy. Lawyers who have worked in this field point out that very few employers can afford to satisfy a back / ^{pay} requirement that could potentially reach back to 1965 and urge that lawyers who represent either employers or employees, who offer advice to administrative agencies, or who are themselves employers attend.

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Other participants in the Seminar will be Rosemary Zion, the attorney for the Human Rights Commission of Montana, who will explain Montana discrimination laws; Sandra Muckelston, a Missoula attorney who has taught courses in the area of discrimination law; Kathleen Holden, EEO officer at UM, and Gregory Morgan, Bozeman, who was the attorney for the plaintiffs in the MSU case.

The first day of the seminar will be devoted to a discussion of Title VII of the 1964 Civil Rights Act and to Montana law covering employment discrimination. Speakers will outline the filing of a complaint, consent decrees, record keeping, compilation and use of statistical data, back pay remedies and computation of attorneys' fees. Saturday will be devoted to an analysis of specific problems in Montana, special issues in sex discrimination, affirmative action plans, and voluntary compliance.

There is a \$12 advance registration fee for participation with a deadline of October 14. A fee of \$15 will be charged to those registering at the door. Title VII packets with model forms will be distributed to participants. The seminar is co-sponsored by the Women's Law Caucus, the School of Law, the Human Rights Commission of Montana, and the State Bar of Montana--the Young Lawyers section, the Women's Bar Section, and the Western Montana Bar Association. For further information, contact the conference coordinator, Joan Jonkel, School of Law, University of Montana, Missoula, Mont. 59812.

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