



Metropolitan Water Reclamation District of Greater Chicago

100 East Erie Street
Chicago, IL 60611

Legislation Details (With Text)

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Title: Authority to settle litigation involving Tia C. Schrean and make non-wage payments of \$40,324.65 to Ms. Schrean and \$40,000.00 to her attorney, Account 901-30000-601090

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Date	Ver.	Action By	Action	Result
6/15/2017	1	Board of Commissioners	Approved	Pass
6/15/2017	1	Committee of the Whole	Recommended	Pass

TRANSMITTAL LETTER FOR BOARD MEETING OF JUNE 15, 2017

COMMITTEE ON JUDICIARY

Mr. David St. Pierre, Executive Director

Authority to settle litigation involving Tia C. Schrean and make non-wage payments of \$40,324.65 to Ms. Schrean and \$40,000.00 to her attorney, Account 901-30000-601090

Dear Sir:

Over the last several years, Tia C. Schrean, Senior Diversity Officer in the Diversity Section, and the District have been engaged in employment related litigation in a number of legal forums including the U.S. Equal Employment Opportunity Commission, the Illinois Department of Human Rights, U.S. District Court for the Northern District of Illinois, the District's Civil Service Board, and the Illinois Workers' Compensation Commission (IWCC).

On May 24, 2017, the District and Ms. Schrean participated in a settlement conference with Magistrate Judge M. David Weisman concerning Ms. Schrean's federal employment discrimination lawsuit pending in the U.S. District Court for the Northern District of Illinois, in which she alleges sexual harassment and retaliation. As a result of the settlement conference, the District and Ms. Schrean have reached a settlement agreement in principle, which is subject to the approval of the Board of Commissioners.

As part of the settlement agreement, Ms. Schrean will not return to work, but will retire effective close of business July 31, 2017 and release all claims against the District relating to her employment, including all pending or anticipated litigation, but excluding three pending Applications for Adjustment of Claims she filed with the IWCC. In exchange, the District has agreed to rescind certain disciplinary actions against Ms. Schrean and pay the non-wage sums of \$40,324.65 to Ms. Schrean and \$40,000.00 to her attorney, McDonald & Kloth.

The Acting General Counsel believes this settlement is in the best interest of the District and requests that settlement be approved, including non-wage payments of \$40,324.65 to Ms. Schrean and \$40,000.00 to her attorney, McDonald & Kloth, LLC, and that she be authorized to execute such documents as may be necessary to effect the settlement.

Requested, Susan T. Morakalis, Acting General Counsel, STM:LAG:JBM:TN:kk
Respectfully Submitted, Mariyana T. Spyropoulos, Chairman Committee on Judiciary
Disposition of this agenda item will be documented in the official Regular Board Meeting Minutes of the Board of Commissioners for June 15, 2017