



State of Arkansas
Bureau of
Legislative Research

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Kevin Anderson, Assistant Director
for Fiscal Services
Tim Carlock, Assistant Director
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Matthew Miller, Assistant Director
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State Agency Litigation Notification Form

Dear Agency Director:

Arkansas Code § 10-3-312 requires that any agency or institution that is not represented by the Attorney General shall notify the Director of the Bureau of Legislative Research of pending litigation so that the appropriate legislative committee may "determine the action that may be deemed necessary to protect the interests of the General Assembly and the State of Arkansas in that matter."

In order to submit a report regarding pending litigation pursuant to Arkansas Code § 10-3-312, please complete the following form for each pending lawsuit, along with a cover letter to the Director of the Bureau of Legislative Research, and submit to desikans@blr.arkansas.gov.

DATE REPORTING: June 21, 2022	
Agency:	Arkansas Rehabilitation Services
Phone:	501-682-2286
E-mail:	charles.lyford@arkansas.gov
Contact:	
1. STYLE OF THE CASE BEING LITIGATED	
Huseman v. Arkansas Rehabilitation Services	
2. IDENTITY OF THE TRIBUNAL BEFORE WHICH THE MATTER HAS BEEN FILED (COURT)	
Equal Employment Opportunity Commission	
3. BRIEF DESCRIPTION OF THE ISSUES INVOLVED	
An individual formerly employed by Arkansas Rehabilitation Services as an Area Manager filed a charge with the EEOC alleging discrimination on the basis of race and disability, and retaliation. ARS denies the allegations. However, the parties reached a settlement via mediation.	
3A. OTHER DESCRIPTION INFORMATION	
Docket Number	EEOC 493-2022-00648
Date Filed	February 17, 2022
Defendant	Arkansas Rehabilitation Services
Defendant Attorney	Charles Lyford
Plaintiff	Monica Huseman
Plaintiff Attorney	Lucien Gillham
4. ANY OTHER RELEVANT INFORMATION	
N/A	
4A. OTHER RELEVANT INFORMATION	
Case History	
Relief Sought	damages, costs, and fees
Current Status	settled



STATE OF ARKANSAS
**Department of Finance
and Administration**

OFFICE OF THE SECRETARY

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June 15, 2022

Mr. Joseph Baxter, Commissioner
Arkansas Rehabilitation Services
1 Commerce Way – Suite 206
Little Rock, Arkansas 72202

*Re: Proposed Settlement of EEOC Charge of Discrimination
Monica Huseman v. Arkansas Rehabilitation Services
EEOC Charge No. 493-2022-00648*

Commissioner Baxter:

I am in receipt of your June 14, 2022 request to settle the above-referenced matter filed by Monica Huseman with the Little Rock Field Office of the Equal Employment Opportunity Commission. Pursuant to the proposed settlement, the Arkansas Rehabilitation Services (ARS) has agreed to settle the above matter upon the following terms:

- (1) ARS will pay Monica Huseman \$17,500 as wages that are not retirement eligible in addition to \$17,500 as non-wage damages;
- (2) ARS will pay attorney fees of \$20,000 to Lucien Gillham;
- (3) ARS will answer any reference requests from prospective employers by giving Monica Huseman a neutral reference; and
- (4) Monica Huseman will forever discharge ARS from all claims, liens, or causes of action, known or unknown, arising out of her employment with ARS and the termination of her employment for damages, attorneys' fees, costs or recovery of any type against ARS including any officers, officials, employees, and agents of ARS in their official and individual capacities.

Arkansas Code Annotated § 19-4-1614(c) (Repl. 2016) provides as follows:

(c) When notified that a state employee has filed suit or is in any other manner claiming redress under the provisions of [Title VII of the federal Civil Rights Act of 1964, as amended, or the federal Civil Rights Act of 1866, or the federal Civil Rights Act of 1871, or the Fourteenth Amendment to the United States Constitution], the Chief Fiscal Officer of the State may investigate the circumstances surrounding the claim. If, based on the evidence and facts found during the investigation, the Chief Fiscal Officer of the State determines or has reason to believe that the court would sustain the employee's claim and find for the employee and in so doing award wages or salaries in addition to those paid or due

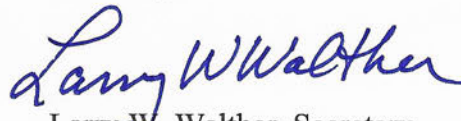
Mr. Joseph Baxter
Re: Request for Approval of Proposed Settlement
June 15, 2022
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for the employee's personal service rendered, then the Chief Fiscal Officer of the State shall, with the advice of the Legislative Council or the Joint Budget Committee, authorize payment of the additional wages or salaries as provided in subsection (a) of this section.

Based upon my review of your settlement agreement as required under Ark. Code. Ann. § 19-4-1614(c), your agency has my consent to request approval from the Legislative Council or the Joint Budget Committee of your proposed settlement with the above-referenced party.

Should you have any questions, please do not hesitate to contact me.

Sincerely,



Larry W. Walther, Secretary
Department of Finance and Administration