

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

KAREN LYNCH,)	
)	
Charging Party)	Cause No. 0031010155
)	
vs.)	ORDER AFFIRMING
)	NOTICE OF DISMISSAL
)	
INTERNATIONAL BROTHERHOOD OF)	
ELECTRICAL WORKERS, Local No. 206)	
)	
Respondent.)	

The above-captioned matter came before the Montana Human Rights Commission (Commission) on March 20, 2003. The Commission considered Charging Party’s objection to the Notice of Dismissal of her complaint. Oral argument was requested. Charging Party, Karen Lynch, appeared through her representative, Susan Rebeck. Respondent, International Brotherhood of Electrical Workers, Local No. 206, appeared through its representative, D. Patrick McKittrick.

After listening to the argument presented and reviewing the record, the Commission concludes that the Human Rights Bureau (Bureau) properly dismissed the matter. The record supports the conclusion that Charging Party was unable to establish by a preponderance of the evidence that she had been subject to unlawful discrimination or that the Respondent had aided and abetted her former employer. *See § 49-2-504(1)(a), MCA.* Consequently, the Commission determines there was no abuse of discretion by the Bureau in its issuance of a Notice of Dismissal. *24.9.1714(3), ARM.*

Charging Party will have 90 days after the receipt of this order to petition a district court in the district where the alleged violation occurred for the appropriate relief. *§ 49-2-509(5), MCA and 24.9.1717(5), ARM.* If Charging Party fails to commence a civil action within 90 days, the claim is time barred. *Id.*

IT IS HEREBY ORDERED, that Charging Party’s objection is overruled and notice of dismissal is affirmed.

Dated this _____ day of March 2003

Mr. Gary Hindoien, Chair
Montana Human Rights Commissio

CERTIFICATE OF SERVICE

The undersign employee of the Human Rights Bureau certifies that a true copy of the forgoing Human Rights Commission ORDER was served on the following persons by U.S. mail, postage prepaid, on March ____, 2003.

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