



OKLAHOMA WORKERS' COMPENSATION COMMISSION

1915 N STILES AVE STE 231 • OKC, OK • 73105 • (405) 522-3222 • WCC.OK.GOV

Tulsa office · 212 Kerr State Office Building · 440 South Houston · Tulsa, Oklahoma 74127 · (918) 295-3732

Chairman Jordan K. Russell · Commissioner Megan Tilly · Commissioner Scott Biggs

Executive Director Lauren Hammonds Johnson

Notice to Terminated Employee

Name of Employee: James Lawson

Job title: Director of Permitting Services

Date employee informed of termination: 1/18/2023

Cause for termination: Violation of Oklahoma WCC -9 Harassment Free Workplace Policy

Statement of incident: On Tuesday, January 10, 2023, the Commission received a complaint from the Director of the Corporate Work Study Program at Cristo Rey Oklahoma City Catholic High School on behalf of a Commission-assigned student employee. The Director shared as a result of an incident on January 9, 2023, the student no longer feels comfortable working at the Commission, and will cease employment at the agency.

After investigation that included witness corroboration, surveillance video images of the complainant's allegations, and an opportunity for Mr. Lawson to respond to allegations, the Commission determined it is more likely than not that James Lawson's actions on January 9, 2023, toward a 17-year-old employee who was placed at the WCC in the Corporate Work Study Program of Cristo Rey Oklahoma City Catholic High School constituted sexual harassment of another as defined and prohibited by the WCC's Harassment Free Workplace Policy WCC-9.

Previous disciplinary actions used in decision to administer termination: None

Effective date of termination: Wednesday, January 18, 2023, immediately

Any terminated employee has a right under Oklahoma law to file a complaint with the Civil Service Division of the Oklahoma Office of Management and Enterprise Services. A document explaining these rights and a copy of the Civil Service Division's complaint petition has been attached to this Notice.

**SPECIAL MEETING OF THE
OKLAHOMA WORKERS' COMPENSATION COMMISSION**

Wednesday, January 18, 2023
10:30 a.m.
En Banc Courtroom
1915 N. Stiles Ave.
Oklahoma City, Oklahoma
www.wcc.ok.gov

AGENDA

CALL TO ORDER..... Chairman Russell

ROLL CALL Chairman Russell

Open Meeting Act Statement

THE FOLLOWING MATTERS ARE PRESENTED FOR CONSIDERATION AND VOTE TO APPROVE, DISAPPROVE, OR TAKE ANY OTHER ACTION CONSISTENT WITH COMMISSION AUTHORITY.

- 1. Proposed Executive session pursuant to 25 O.S. § 307(B)(1) to discuss and vote on the employment, demotion, disciplining, or termination of the Commission's Permitting Division Director and the possible hiring of an interim Permitting Division Director.**
 - a. Motion and vote to enter into Executive Session.**
 - b. Discussion in Executive Session.** The Commission will only discuss the topics stated in this agenda item.
 - c. Motion and vote to reconvene in Open Session.**
 - d. Motion and possible vote on any action regarding subjects of the proposed Executive Session.**

ADJOURNMENT.....Chairman Russell

**OKLAHOMA WORKERS' COMPENSATION COMMISSION
SPECIAL MEETING MINUTES
JANUARY 18, 2023 10:30 A.M.**

STATEMENT OF OKLAHOMA OPEN MEETING ACT COMPLIANCE

Notice of this Special Business Meeting was filed with the Secretary of State's office on January 13, 2023, at 8:06 a.m. in compliance with the Open Meeting Act.

The agenda was posted at least 24 hours in advance of the meeting, in compliance with the Open Meeting Act. It was posted on the Commission website and at 1915 N. Stiles Ave., Oklahoma City, Oklahoma, the Commission's principal office.

**MINUTES OF THE JANUARY 18, 2023 SPECIAL BUSINESS MEETING OF THE
OKLAHOMA WORKERS' COMPENSATION COMMISSION**

The members of the Oklahoma Workers' Compensation Commission met at 1915 N. Stiles Ave., 1st floor, Oklahoma City, Oklahoma, on January 18, 2023.

Members present: Chairman Jordan Russell and Commissioner Scott Biggs.

Member absent: Commissioner Megan Tilly.

Others Present: Andrea Delling, WCC; Collin Fowler, WCC; Lauren Hammonds Johnson, WCC; and Alexander Watkins, WCC.

Chairman Russell expressed appreciation for those in attendance. After the roll was taken, Chairman Russell found a quorum present and called the meeting to order at 10:30 a.m.

1. Proposed Executive session pursuant to 25 O.S. § 307(B)(1) to discuss and vote on the employment, demotion, disciplining, or termination of the Commission's Permitting Division Director and the possible hiring of an interim Permitting Division Director.

a. Motion and vote to enter into Executive Session.

Motion: Commissioner Biggs moved to enter into Executive Session.

Second: Chairman Russell

Those voting aye: Chairman Russell and Commissioner Biggs.

The motion carried

b. **Discussion in Executive Session.** The Commission discussed the topics stated in this agenda item.

c. **Motion and vote to reconvene in Open Session.**

Motion: Commissioner Biggs moved to reconvene in Open Session.

Second: Chairman Russell

Those voting aye: Chairman Russell and Commissioner Biggs.

The motion carried

d. **Motion and possible vote on any action regarding subjects of the proposed Executive Session.**

Motion: Commissioner Biggs moved that the Commission take immediate action, and immediately terminate the employment of the Permitting Services Director, Mr. Lawson, for violation of WCC Policy Number: WCC-9, Harassment Free Workplace Policy.

Second: Chairman Russell

Those voting aye: Chairman Russell and Commissioner Biggs.

The motion carried

Motion: Commissioner Biggs moved that the Commission appoint Sharon Smith interim Permitting Division Director to be reviewed at the January 27, 2023 business meeting as another agenda item.

Second: Chairman Russell

Those voting aye: Chairman Russell and Commissioner Biggs.

The motion carried

ADJOURNMENT.....Chairman Jordan Russell

Motion: Commissioner Biggs moved to adjourn.

Second: Chairman Russell

Those voting aye: Chairman Russell and Commissioner Biggs.

The motion carried.

The meeting adjourned at 11:00 a.m.

WCC ORA 2023-55