

COOK COUNTY COMMISSION ON HUMAN RIGHTS
69 West Washington Street, Suite 3040
Chicago, Illinois 60602

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Lourdes ALMAZAN, Complainant))
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v.))
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LIUNA LABORERS LOCAL UNION 225,))
Respondent))
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ORDER EXTENDING TIME TO RESPOND TO COMPLAINT

On September 21, 2015, Complainant Lourdes Almazan (“Almazan”) filed the above-captioned complaint with the Cook County Commission on Human Rights (“Commission”), alleging that she was unlawfully discriminated against based on her age. In accordance with the Commission’s Procedural Rules 120.110 and 420.130, the Commission mailed this complaint to Respondent Liuna Laborers Local Union 225 (“Liuna”) on September 21, 2015. Accordingly, Liuna’s verified response is due to be filed with the Commission on October 23, 2015. See CCHR Pro. R. 420.165. On October 21, 2015, Respondent filed a motion to extend its time to file a response to the complaint by 7 days to October 30, 2015.

The Commission prefers to resolve complaints on their merits. In order to do so, the Commission relies on a respondent’s verified response, position statement and answers to questionnaires to assist in its neutral fact finding investigation. Therefore, when a respondent in good faith requests an extension and proffers good cause, the Commission has been inclined to liberally grant such a request. However, when delay and disregard for Commission process and procedure are evident, as a last resort, due to the punitive nature of the default sanction, the Commission will commence default proceedings against a dilatory respondent. *Arnett v. Cezar’s Inn*, 2003PA005 (CCHRC June 20, 2003).

Liuna’s motion, in pertinent part, states that the request is being made in order to gather the necessary information, and that Respondent’s counsel has been out of the office frequently and unable to properly address and prepare the response. Almazan opposes granting Respondent a short extension of time, but does not allege any prejudice to her that would arise from granting Liuna such a short extension. The Commission has no grounds to believe that the extension was requested in bad faith or without good cause and hereby grants Liuna’s Motion.

The Commission orders Liuna to file a verified response on or before October 30, 2015. Failure to file a verified response at that time may result in the commencement of default proceedings. See CCHR Pro. R. 420.165.

October 23, 2015

By delegation:

A handwritten signature in black ink, appearing to read 'R. Hakim', with a horizontal line extending to the right.

Ranjit Hakim
Executive Director of the Cook County
Commission on Human Rights