



U.S. Equal Employment Opportunity Commission v. Norval Electric Cooperative, Inc.

2023 | Cited 0 times | D. Montana | March 30, 2023

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,

Plaintiff, and SHALAINA LAWSON,

Intervenor-Plaintiff,

v. NORVAL ELECTRIC COOPERATIVE, INC.,

Defendant.

CASE NO: CV 19-00071-BMM

ORDER REGARDING INTERVENOR- MOTION FOR SUMMARY JUDGMENT BASED ON RES JUDICATA OR COLLATERAL ESTOPPEL

Having considered the Motion for Summary Judgment Based on Res Judicata or Collateral Estoppel filed by Intervenor-Plaintiff Shalaine Lawson (Doc. 53), and the March 29, 2023 Stipulation filed by Lawson, Defendant NorVal ((Doc.), IT s:

IN THE UNITED STATES DISTRICT COURT

FOR THE DISTRICT OF MONTANA

GREAT FALLS DIVISION

1. Under the doctrine of collateral estoppel as applied by Montana state courts, NorVal and Lawson have had a full and fair opportunity to litigate certain issues that for retaliating against Lawson for engaging in protected activity

al distress damages caused by these unlawful actions; 2. NorVal is liable under Title VII of the Civil Rights Act of 1964, as amended for the sexual harassment of Lawson and cannot relitigate in this Action the determinative facts on the issue of sexual harassment which were actually or necessarily decided in the state proceedings; 3. NorVal is liable under Title VII for retaliating against Lawson for engaging in protected activity and cannot relitigate in this Action the determinative facts on the issue of retaliation which were actually or necessarily decided in the state proceedings; 4. unlawful



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actions is \$189,094.30, not including interest. The Parties cannot relitigate this amount in this Action, nor may Lawson or the EEOC obtain double recovery;

EEOC v. NorVal Electric Cooperative, Inc. Case No. CV-19-71-GF-BMM [Proposed] Order Re: Intervenor- or Collateral Estoppel Page 2 of 3 and costs under Title VII. SO ORDERED. DATED this day of , 2023

Brian Morris United States District Judge 5. The unlawful actions is \$505,957.92, not including interest. The Parties cannot relitigate this amount in this Action, nor may Lawson or the EEOC obtain double recovery; 6. damages unlawful actions is \$50,000.00, not including interest. The Parties cannot relitigate

this amount in this Action, nor may Lawson or the EEOC obtain double recovery; and 7. The Parties are not collaterally estopped nor otherwise precluded from continuing to litigate other issues in this Action,

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