



OREGON COUNTRY FAIR

P. O. Box 2972
Eugene, OR 97402

503-343-4298

BOARD OF DIRECTORS MEETING
OCTOBER 1, 1990

PRESENT: Janine Alea, Bedo Crafts, Michael Goldhammer, Kathryn Madden, Dahinda Meda, Palmer Parker, Darrel Sink, Wally Slocum, Mary Wagner, Tom Wenk

NOT PRESENT: Moz Wright

ANNOUNCEMENTS

1. THE OCF ANNUAL MEETING WILL BE HELD SUNDAY, OCTOBER 21, 1990, 5 P.M. AT THE WOW HALL, 8TH AND LINCOLN STREETS, EUGENE. Members may register to vote at the door. Elections for Board member will occur; 7 slots are open. If you are interested in running for the Board, please send a candidate's statement by October 8 to Palmer Parker at 1269 W. 10th, Eugene, OR 97402. Nominations from the floor will also be accepted.

APPROVAL OF MINUTES

Kathryn moved and Mary seconded that the minutes for the August 6, 1990 meeting be approved as mailed. The motion passed 9 for, 1 (Palmer) abstained. (Notice now that the secretary is leaving she is finally getting it right.)

COMMITTEE REPORTS

Personnel Committee: The Personnel Committee and the Board of Directors met in Executive Session before the general meeting to discuss the rehiring of the General Manager and the Caretaker. After reviewing evaluations of the two employees of the Fair the Personnel Committee recommended to the Board that the General Manager's (Arna Shaw) contract be renewed for 12 months at a salary of \$18,000 per year and that she participate in mediation sessions with the Caretaker to resolve their differences. They also recommended that the Caretaker's (John Winslow) contract be extended for three months with a plan of correction to work out job performance problems, including participating in mediation with the General Manager. They further recommended that the Caretaker job description be rewritten to eliminate confusion in interpretation.

The Personnel Committee reported that Arna scored a 4.05 from a possible 5.0 on the objective portion of the evaluation. (Evaluations were received from 34 crew leaders.) Arna was rated highly for her accessibility, overall job competence, fiscal responsibility and her attitude towards her job.

The Committee also reported that John received a score of 3.75 from a possible 5 on the objective portion of the evaluation. (Evaluations were received from 18 crew members). John was highly rated and commended for his groundskeeping and lawn maintenance and his ability to coordinate off-season volunteer crews. The Committee expressed its concern of the with the job performance problems the General Manager was having with the caretaker.

Michael moved that John Winslow's and Arna Shaw's contracts be extended for three months upon the same terms and conditions and they both participate in mediation to work out differences between them. The Personnel Committee will work out the evaluation process within this three month period.

Darrel seconded the motion which failed, 5 for, 4 against (Palmer, Wally, Kathryn, Mary), 1 abstained (Janine).

There was much discussion following the making of and preceding the voting on this motion. Darrel said the purpose for the 3 months extension is so that the Board can make a hiring decision with more information and more time.

Many people at the meeting expressed their confidence in John's ability to do his job and supported his policy of finding volunteers to do his task.

People also expressed their respect for Arna's performance and felt she has done a great job for the Fair.

It was brought out that John had suffered some physical problems caused by an accident last year that made it difficult for him to perform some of his job duties.

The opinion was expressed that consideration of the jobs should be separate issues, they are separate jobs filled by separate people and their rehiring should be lumped together in one motion.

Kathryn said she was against the motion because it appears as punishment to the General Manager and because she feels she would not be fulfilling responsibility to the Fair if she rehired John because his physical problems could mean an increased risk of injury if he stays on the job which could lead to a worker's comp claim. Mary said her goal is to see if the job can be modified to accommodate John's physical disabilities.

Jeanne Sharpy recommended sending out a job description with the evaluations that are sent to officers and crew leaders.

Mary moved that John Winslow's contract be extended for three months with a plan of correction to work out job performance problems, including participating in mediation with the General Manager. She further recommended that Caretaker job description be rewritten to eliminate confusion in interpretation. Wally seconded the motion which passed, 7 for, 3 against (Darrel, Dahinda, Kathryn).

Mary moved the General Manager's (Arna Shaw) contract be renewed for 12 months at a salary of \$18,000 per year and that she participate in mediation sessions with the Caretaker. The motion failed, 6 for, 3 against (Bedo, Dahinda, Tom), 1 abstained (Darrel).

Mary moved the General Manager's (Arna Shaw) contract be renewed for 12 months at her present salary with a salary review in three months, that a raise, if decided upon, would be retroactive as of October 1, 1990, and that she participate in mediation sessions with the Caretaker. The motion passed, 8 for, 1 against (Bedo), 1 abstained (Darrel).

PROPOSED BY-LAW AMENDMENT REGARDING ABSENTEE BALLOTING

Mary and Dahinda introduced the following proposals for a by-law amendment and a change in election procedure to be voted on at the November meeting:

The Oregon Country Fair By-Laws now provide at Article VI, Section 5:

"...the Board of Directors may make provisions for absentee balloting from time to time as is appropriate."

Proposal 1 is that this section of the by-laws be amended to read as follows (changes in bold type):

"...the Board of Directors **shall** make provisions for absentee balloting."

They also proposed the following be added to the policy setting out the election procedure.

- A. The election panel of three persons should be selected: (1) not less than 90 days before the general meeting; or (2) as a standing committee to be named at the first Board of Directors meeting after the General Meeting each year.
- B. The ballots and "voters' pamphlet" containing issue and candidates for the Board must be prepared by the election panel not less than 30 [or 45] days before the general meeting. Ballots should be numbered and provide for write-in candidates.
- C. Mail-in ballots and voters' pamphlets should be mailed to all members [or to all members who have requested mail-in ballots in writing] not less than 30 days before the general meeting. Each mail-in ballot should be accompanied by a plain envelope in which to seal the completed ballot (for confidentiality) and a second outer envelope, requiring the member's signature, for mailing (for election security and in lieu of signing the voter register).
- D. All mail-in ballots must be received at the OCF mail box or the OCF office by 5:00 p.m. on the day of the general meeting.
- E. Mail-in ballots must be provided for special meetings as well as for the general meeting. The ballots should be delivered with the written notice of the special meeting required in Article VI, Section 2 of the by-laws. The cost and burden of preparing and mailing the ballots should be born by the partie(s) calling the special meeting, although the OCF secretary [or the election panel] is required to assist with the mailing as earlier provided.

Mail-in ballots count towards quorum (200) for special meetings.

Darrel would like to see a timeline for when the request for an absentee ballot must be received by the Fair, and would also like the mail-in ballots come in earlier than the day of the meeting.

Darrel said he thinks it is inappropriate for the Fair to ask a person bringing a proposal to have a bear a cost to use the process. Mary said the process now, as stated in the by-laws, is that a person calling a special meeting bears the expenses, so this would not represent an additional expense. Darrel said it would like it be made clear there is no additional cost to individuals for absentee balloting.

Darrel objected to absentee ballots be counted towards a quorum for a meeting. Darrel said it would set up a situation of proxies, which he does not support.

Both these proposals will be voted on at the November meeting.

NEXT MEETINGS

ANNUAL MEETING - SUNDAY, OCTOBER 21, 5 P.M. WOW HALL, 8TH AND LINCOLN STREETS, EUGENE

Board of Directors - Monday, November 5, 1990, 7 p.m. EWEB Community Room. This is the Annual Meeting of the Board of Directors where election of officers (President, Secretary, Treasurer) takes place. Please attend this meeting if you are interested in running for these offices.

minutes by



she's going. it's almost goodbye. pretty soon. one more month.



don't let the goblins get ya!

**OREGON COUNTRY FAIR
P.O. Box 2972
Eugene, OR 97402**



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