

OREGON COUNTRY FAIR

**P. O. Box 2972
Eugene, OR 97402**

503-343-4298

BOARD OF DIRECTORS MEETING

March 4, 1991

ANNOUNCEMENTS:

1. The Spring Fling will be on May 4th, at the WOW Hall. If you would like to help organize it, leave a message for Kathryn at the Fair office.
2. Have you filled out a membership form?
3. The Oregon Country Fair is currently seeking entertainers to perform at the Fair, July 12, 13, 14, 1991. Interested parties are encouraged to write for an application at the OCF office (P.O. Box 2972; Eugene, Oregon, 97402), or phone 343-4298 to request an application. The application period ends May 19, 1991.

PRESENT: Kathryn Madden, Darrel Sink, Dahinda Meda, Janine Alea, Mary Wagner, Bedo Crafts, JR Robinson, Rene Knowles, Wally Slocum, Michael Goldhammer, Jeanne Sharpy, Dean Felders

APPROVAL OF THE MINUTES

*****Mary moved, and Kathryn seconded, that the minutes for the February 4, 1991 meeting be approved as written. The motion passed, 10-0. (Dean got to vote, as Michael had not yet arrived.)

STAFF, OFFICER, AND COMMITTEE REPORTS

General Manager- Arna Shaw reported that the budget might be done by the next BOD meeting. Peter Eberhardt, staff cartographer has retired. Thom Lanfear, who has been working with Peter, will now be doing all of our maps. Thanks, Peter, for your years of quality work for the Fair. (Applause, applause.) Arna asked that the BOD set the dates for the 1992 Fair.

*****Dahinda moved, and Bedo seconded, that the 1992 Oregon Country Fair will be held on July 10, 11, 12. The motion passed, 10-0.

Caretaker- John Winslow reported that the flood that usually comes for the Chinese New Year, came today. There has been lots of work on the Left Bank and the World Peace Park. They mowed once already, when it was dry (before the monsoons hit). During the wind storm two weeks ago, a tree branch crashed and did minor damage to the Cajun booth.

Treasurer- Chris Bauske introduced the subject of the implications of the SAIF audit. (You may remember the motion last month, to appeal their decision.) The OCF has been audited by SAIF, and assessed additional Worker's Compensation premiums. It appears we may be able to support legislation in the state House and Senate, that will enable the Fair to be exempt from future premiums.

*****Dahinda moved, and Janine seconded, to authorize Steve Wisnovsky work with Russell Poppe, to represent the Fair's interests in the legislature, in order to resolve our unclear position with SAIF. The motion passed, 10-0. (Michael arrived, Dean's not voting.)

The following motion was discussed during the executive session prior to this meeting.

*****Mary Wagner moved, and Kathryn seconded, that the BOD adopt the following:

1. The OCF recognizes the need to reimburse out-of-pocket expenses for its volunteers. Such reimbursement is not intended as compensation, and is contingent upon the public attendance meeting budget committee projections.

2. The OCF will follow reimbursement policies which will be developed by the staff and reviewed by the Fair's attorney and CPA.

3. Food vouchers are intended to reimburse for meals and showers only, they may not be redeemed by Fair volunteers for cash.

The motion passed, 10-0.

Severance committee- Wally Slocum reported that they have met with John Winslow and the Fair attorney, they have 3 recommendations for the BOD to consider. The attorney is drawing up a severance agreement that does not include financial figures. They hoped the BOD would determine those figures tonight, a tentative total of \$8000 was submitted.

*****Wally moved, and Bedo seconded, that the BOD approve the severance committee's first recommendation, which is:

The OCF Board considers the job severance package offered Caretaker John Winslow to be a non-precedent setting action. No person should consider it as influencing current or future employment or severance actions or contracts with the Oregon Country Fair.

The motion passed, 10-0.

*****Darrel moved, and Wally seconded, that the BOD approve the committee's second recommendation, which is:

The Board of Directors authorizes a 4 weeks severance payment as part of the current contract, rather than two weeks as was mentioned in the original contract. The added cost is understood to approximate \$400.

There was not a vote taken on the last motion, because there are a number of issues regarding the end of John's employment that have not been resolved. Several BOD members said they would prefer to approve a total package.

*****Kathryn moved, and Mary seconded, to table the motion. The motion to table passed with 7 for, and 3 against (Bedo, Wally, Darrel).

The BOD will discuss the committee's 2nd and 3rd recommendations in the future.

Elections committee- Shari Nicholson reported that they are working on the standard procedure for elections, as well as the mail-in ballot process. They are waiting for information on the cost of the ballots, and verification of membership. They hope to have a proposal by the next BOD meeting.

OLD BUSINESS

Moon Rainbow's appeal- Moon first requested status as a "grandpersoned" craftsperson in June 1990. She has been selling since 1980 and thought she was grandpersoned in, but later learned her booth rep had never listed her. At that time she was given a leave of absence with no penalties or status change due to non-participation, and the Crafts Committee was asked to review her case after the 1990 Fair. She gave her evidence to the Crafts Committee in August, 1990.

In January, 1991, the Crafts Committee completed their review of Moon's case and denied grandpersoned status because they could find no record of her participation before 1986. Her samples were allowed to be juried at both the returning and new levels for the 1990 Fair, but did not receive a passing score. They feel they are giving her the benefit of the doubt by extending the privilege for her to jury as a returning craftsperson in 1991.

Two members of the BOD thought it was a problem with the records, and acknowledged that actuality and what's on paper are not always connected. Rebecca cautioned that this is not an isolated case.

*****Dahinda moved, and Bedo seconded, to deny Moon's appeal and support the Crafts Committee recommendation that she be allowed to rejury as a returning craftsperson. The motion passed with 8 for, 1 opposed (Mary), and 1 abstention (Darrel).

Community Village-

*****Darrel moved, and Wally seconded that Community Village be officially defined as a collection of booths and that only those approved to receive staff shirts be defined as staff. (No vote.)

Darrel had a handout for the BOD listing the advantages and disadvantages of the motion. He said this motion would result in the 14 booth areas in CV paying a non-profit booth fee of \$75 and receiving 4 camping passes and 2 vehicle

stickers, plus the option to purchase up to 4 additional camping passes at \$40 each (there's one existing food booth). This compares to the 1990 figures, which included 11 T-shirts, 130 day passes, and 232-235 camping passes for 15 booths. Darrel would like to see CV living with the same rules that apply to other non-profit booths. He thought the CV letter was primarily policy and not a budgetary question.

Bob Fennessy spoke eloquently on behalf of Community Village. He urged the BOD to vote against the motion for several reasons. CV sent a proposal to the Budget Committee that mistakenly came to the BOD as well. After meeting with the BC they hope to have a firmer proposal to present to the BOD. In 1990, CV gave the Fair a check for \$4495 which represented the surplus after their expenses. As a result of this motion, 65-100 people could be without camping passes. He has never seen this many people booted out, except for gross violations. He also said that CV is not just a collection of booths, but a microcosm of society working together toward a vision of how the world could be. (I like that...isn't that what we'd all like to think the entire Fair is all about?)

David Hoffman reminded the BOD that the Fair is an educational, crafts, food, and entertainment event. Food and crafts booths may profit, while educational volunteers pay for their camping passes.

*****Dahinda moved, and Kathryn seconded, to table the motion. The move to table passed with 7 for, 0 opposed, and 3 abstentions (Darrel, Wally, Rene).

JR requested that the BOD have a formalized copy of the CV's proposal before it is discussed next month.

Caretaker position - John Anthony presented the Personnel/Hiring committee's recommendation for the Caretaker position. The BOD also received the recommendation in the form of a memo, all eight members of the Personnel/Hiring committee were listed as "heartily endorsing" the P/HC's recommended candidate. The P/HC scheduled and conducted interviews in accordance with the Interview process outlined on page 13 of the OCF Personnel Policies and Procedures manual. They received 75 applications, and interviewed 8 people. After "careful consideration and evaluation" of the candidates, they endorsed Scott Ballin as the next Caretaker. "He has been a Fair volunteer and has good background in grounds maintenance and knowledge of erosion control. He has also been working as a carpenter and has experience in safety procedures and maintaining a large inventory of tools." They said he "is personable, energetic, and looking forward to working for the Fair."

*****Kathryn moved to accept Scott Ballin as the next caretaker, Michael seconded. (You'll find the results of the vote on the next page.)

There was a long discussion before the vote was taken. Dahinda, as a member of the interview team for the recent hiring process, presented the BOD a letter with a minority opinion. He was asked to be on the committee as the coordinator of the VEGMANEC crew, which works year-round with the caretaker. He said that "after interviewing 5 candidates on February 16, there was one person who stood out above all the others." He thought that everyone on the interview committee agreed with this assessment. When he returned from personal business out of town on March 1, he found that in his absence, "the most favorable candidate had been eliminated by the committee. The reasons for this elimination were related to the committee's interpretation of the job description, specifically how many nights the caretaker would be sleeping on site and whether or not the trailer would be his primary residence." He listed his reasons for supporting the "most qualified candidate" as; (the candidate's) "familiarity with the job, understanding of problems, good ideas and plans to improve Fair property and solve existing problems, use of many tools, wider experience especially in vegetation management and security, proven history of reliability on Fair projects, good relationship with volunteers, good 'people skills', and knows local officials and kids". Dahinda felt the vagueness of Board policy was used to eliminate the best, most qualified, and enthusiastic candidate. He wanted the BOD "to reaffirm

policy as it relates to the caretaker's job description, and urged the BOD to support a policy whereby presence at all critical times is more desirable than requiring the trailer to be the caretaker's primary residence."

Members of the Personnel committee said it was too late to change policy, they would have to start the hiring process over. The present contract indicates that the caretaker "shall be required to occupy ...", even if it does not make a specific point that the caretaker must live on site in the job description.

Several outspoken members of the audience said that living on site has always been an understood requirement of the job.

JR remarked that 2 committee members were not comfortable with the committee's endorsement. (They were Dahinda and Jeanne.)

Bedo read part of a letter from the Fair lawyer, which stated that if the caretaker were required "to remain on the premises, then you must pay him for that time... Any hours greater 40 per week as provided in the contract would have to be paid to the employee at the same rate of pay, and overtime would be paid at the rate of 1 1/2 times the regular rate."

A member of the P/HC said that a consensus (on the committee) was not required and that Dahinda had abdicated his responsibility by leaving when he did, knowing they had 3 more people to interview.

*****The motion to accept Scott Ballin as caretaker failed, with 4 for (Kathryn, Mary, JR, Michael), 1 against (Bedo), and 5 abstentions (Wally, Darrel, Dahinda, Rene, Janine).

One of the outspoken audience members asked that the BOD be polled for their reasons for opposing or abstaining.

Dahinda said he abstained because the policy he mentioned above needs to be decided.

Darrel echoed Dahinda, adding that voting yes or no put him in the position of arguing whether or not Scott was the correct candidate, while ignoring the question of P/HC process.

Wally said that BOD members are in a position to make choices, but there was not a choice here. He was also concerned about the lawyer's statement (that Bedo read) and that he did not know Scott.

Janine abstained for the reasons outlined in Dahinda's letter and in the lawyer's letter.

Rene said the P/HC had worked hard, he would have liked to have more than one recommendation to look at. He also said that he knew Scott and thought he would be a good caretaker, and he also knows the candidate who was eliminated would be a wonderful caretaker.

Bedo was against the motion because of the lawyer's letter, the BOD had no choice, and he was not necessarily the most qualified candidate.

*****Dahinda moved that the Caretaker job description requires that the caretaker live on site. Kathryn seconded.

Arna responded to the lawyer's letter, saying it's true that we can't require more than 40 hours, that's the beauty of having someone living there. She felt the P/HC process was clean, the policy states that they offer one recommendation, and there was a clear majority on the committee.

*****Kathryn moved, and Mary seconded, to stay until 10:25 P.M. The motion passed, 10-0.

Michael said that he can't vote for the policy decision. He supports the PC, and the BOD can look at changes it wants to make in the future.

*****The motion (about the caretaker job description requiring that the caretaker live on-site) failed with 5 for (Wally, Kathryn, Dahinda, Rene, JR), 3 opposed (Bedo, Darrel, Mary), and 2 abstentions (Janine, Michael).

Michael left, Dean gets to vote again.

*****Dahinda moved, and Wally seconded, that the BOD through the Personnel committee be allowed to negotiate the resident on site schedule for the caretaker. It passed with 8 for, 1 opposed (Kathryn), and 1 abstention (Rene).

*****Darrel moved to extend the meeting to 10:45 P.M., and Bedo seconded. It passed with 8 for, and 2 opposed (Rene, Mary).

*****Mary moved, and Wally seconded, to accept Scott Ballin as caretaker. It failed with 4 for (Wally, JR, Mary, Kathryn), 1 opposed (Dean), and 5 abstentions (Darrel, Janine, Rene, Bedo, Dahinda).

Janine abstained because she objects to the process which allowed a qualified person to be eliminated because of a technicality she disagrees with.

*****Darrel moved, and Kathryn seconded, to extend to 11 P.M. It passed with 8 for, and 2 against (JR, Mary).

*****Wally moved, (who..?) seconded, to accept the PC's recommendation to hire Scott Ballin on a 7 month contract. It failed with 6 for (Wally, Dahinda, JR, Mary, Kathryn, Rene), and 4 opposed (Darrel, Janine, Bedo, Dean).

Darrel left the room.

*****Mary moved that due to the need for a caretaker, the advertisement for the position, and the BOD's earlier recommendation, that in this hiring the caretaker be required to live on site. The motion passed with 6 for, 2 opposed (Janine, Bedo), and 1 abstention (Dean).

*****Kathryn moved, and Mary seconded, to accept the PC recommendation to hire Scott Ballin on a 7 month contract. The results of the vote follow the next motion.

*****Kathryn moved to extend the meeting until done, Mary seconded. It passed with 7 for, 1 opposed (Dean), and 1 abstention (Janine).

Janine left the room.

*****The motion to accept the PC's recommendation passed with 6 for, and 2 opposed (Bedo, Dean).

It was about 11:30 when the secretary turned off the recorder and fled.

Next Board of Directors Meeting - Monday, April 1, 1991 (What kind of fool am I?) at the EWEB Community Meeting room. Agenda items: Community Village, Coordinator Review Committee, OM Team/BLT, Membership Article Amendment, SOP's, Nursery, Nealon's grievance, BUDGET.

Minutes by Heidi (AGH!!!)

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

FORWARDING AND RETURN POSTAGE GUARAN-
TEED ADDRESS CORRECTION REQUESTED

BULK RATE
U.S. POSTAGE
PAID
EUGENE, OR
No. 545

