

The following petition was presented to the secretary for inclusion on the 2018 ballot.

If you would like to express your opinion on this petition, please label it clearly as Justin Honea recall and AGREE or DISAGREE. Send your statement of 100 words or less to elections@oregoncountryfair.org. Comments will be available for viewing at www.oregoncountryfair.net.

Petition for board member recall – Justin Honea

(The following text is printed verbatim, as it was presented. It has not been edited for spelling or grammar.)

We, the undersigned being members of the OCF, hereby recall from the Board of Directors Justin Honea, for gross violation of OCF policies, procedures, and code of conduct. We believe his actions in the recent handling of personnel issues are unacceptable. We believe his actions have resulted in significant costs to the Fair itself, financially, in membership morale, and the corrosion of behavioral expectations. We also believe that Justin Honea is not representative of the membership body or its values.

On the ballot:

Shall Justin Honea be removed from the board of directors of the Oregon Country Fair?

_____ YES _____ NO

Responses: (in the order received, most recent at the end)

I am writing to stand up against this recall attempt. This petition is related to the BOD decision (7-3 vote) to terminate Shelly Devine's employment as Caretaker, as recommended by the Personnel Committee. Many versions of the story have been presented to our family, many facts are missing. The board response has been limited due to privacy laws. I still feel that the right decision was made, even in the face of this campaign. I serve to do what is in the "Fest interest of the Fair". This is sad and unjust. Please Vote "NO" against this recall/retribution effort.

Justin Honea

OCF BOD member

OCF Booth Registration Coordinator

SnoTemp - Plant Manger

No information has been presented regarding whether the issues, circumstances or proof regarding allegations made are factual or opinion. The petitioners are not disclosed. I cannot, in good conscience vote yes or no, without additional information.

Nancy Maniago

Disagree

Recall is a tool to address gross misconduct. The recall petition regarding Justin Honea is a misuse of this tool. The petition alleges a “gross violation” of OCF policies. The evidence that could support or refute that claim is not public, as it involves an HR action taken by a supermajority of the Board. Keeping details of HR actions secret is a common best practice. I have read every public document concerning this case, and I do not believe evidence of a gross violation exists. I urge you to Vote No on the petition to recall Justin Honea.

Sam Rutledge

I DISAGREE

I find this process deeply disturbing. I, as a voting member, am being asked to make a decision that is, from the wording, obviously a subject of an adversarial nature of which we are presented with only vague accusations.

The only thing I see is someone’s opinion of events probably most folks know nothing about, and there is no substantiation whatsoever.

I also find it very unreasonable that the names of the "undersigned" and their number were not included. I won’t question the motives of leaving this information off but it does limit its credibility in my mind.

Bea Cox

Justin Honea is a huge asset to the Oregon Country Fair. I am on Registration Crew and have seen his joyful, practical generosity over and over and over again. The Fair needs more people like Justin.

I am grateful for the huge contributions I’ve observed Justin make, with respect, love, courage, and awareness of and compliance with legal issues like personnel confidentiality laws.

Marilyn Jordan

I strongly DISAGREE with the petition to recall Justin Honea from the Oregon Country Fair Board of Directors. I have known Justin in the context of his work on a couple of OCF Hiring Committees and the OCF Personnel Committee. I have found him to be a consistently honest and hardworking person who has put in hundreds of hours of volunteer time for the Oregon Country Fair. Trying to make him out to be some kind of bad person is a lot of silly nonsense.

Robert Jacobs

This is a misuse of the process when given insufficient information. My trust has to go somewhere, and its always been justified by placing it with JUSTIN. He has consistently represented the fair and my interests.

Carol Knapp

Hello,

I am writing to express my opinion about recalling Justin Honea from the Board of Directors. Justin is one of the most exceptional human beings I've ever met.

I believe wholeheartedly that Justin is doing what is best for OCF as an organization. He has years of experience supervising crews and handling personnel problems.

Although Justin may have been the bearer of bad news, he should not be singled out and persecuted for what was ultimately a board decision. Removing him from the board will only exacerbate the fair's identity problems and cause further divide in our family.

Thank you,
Kim Hammond
Registration Crew

I AGREE

I support this recall for these reasons: He was contacted about harassment by an employee. He did nothing as was required by his role in the Personnel

Committee. He then took retaliatory action against this same person who came to him for help. As a BOD member he irresponsibly rushed firing, against membership opinion and in a way that smacked of personal agenda (in the least) or management tool (at the worst). Personally, I don't want someone like that "representing" me on the BOD because I believe he has grossly misused his "power" for purposes antithetical to our family.

Mickey Stellavato