

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

RECALL IS NOT WARRANTED

I have served as an Oregon Legislator for 22 years and find it disheartening that the petitioners have initiated a recall petition against Justin Honea simply because they disagree with his vote on a personnel matter. A recall should be based on malfeasance or misfeasance as a Board member not on how they vote on a personnel matter. Instead, the petitioners should not support Justin or any other Board member they disagree with on how they voted on this personnel matter at the ballot box. That is why we have elections!

Vote "no" on this recall petition it's not warranted.

Floyd Prozanski

Oppose the Recall:

Do not vote to recall Justin! He is a hardworking, caring and reasonable member of the BOD and a good coordinator. This petition is not based on the facts but on "fake news". They say that he has violated the Code of Conduct. He has not. The people who put the recall forward have a version of the events that are not true. They want to take a termination out on Justin by not being transparent and shading the truth.

Oppose the recall.

Steve Gorham, grumpy

As a volunteer member of the personnel committee for the past 15 years and a volunteer back up manager for 18 years, I have a lot of respect for our coordinators. Justin Honea is one of the hardest working coordinators we have. His role as a board member has impressed me even more. He is professional, kind and ethical. The thought of him being recalled makes my heart sick. I implore you to say no to this recall. Our community needs his wisdom and care now more than ever. Peace~

Sara Rich
Mermaid

Vote No on Justin Honea Recall

Country Fair Family:

We elected Justin for his level headed, fair minded and easy going personality. He is just ONE of the people on the personnel committee. Although I don't know all the facts, there is nothing in the recall statement that adds pertinent information. As our representative, it is his job to make these difficult decisions. I voted for Justin. I stand by Justin.

Alicia Locus, Elder (White Bird)

Vote NO on Justin's recall.

Oregon Country Fair Family:

I worked under Justin for years in the Registration crew. His is one of the most honorable and hard working members of the Oregon Country Fair. Termination of any employee is a difficult decision, and in many cases, this action creates animosity between the parties involved. A recall vote goes beyond the bounds of civility, and is an angry attempt to discredit him. I support Justin 100%.

Rich Locus

Past Board Member and OCF Elder

I am writing to put my vote in for NO recall of board member Justin Honea. I have worked with Justin on Registration Crew for over 20 years. He has always shown the utmost integrity and love for OCF. I think his removal would be a great loss for OCF.

Brooke Thompson

NO ON RECALL FOR JUSTIN HONEA

My name is Susan Stamp, I am an Elder in good standing, I have only missed two Fair's since 1973. I worked with Justin for 20 years on Booth Registration. The last 6 years I worked for him on the Registration Crew's Management Team. He has always been intelligent, kind, and extremely hardworking. When I worked for him he always made me feel appreciated. Please Vote NO on this recall.

Thank you,
Susan Stamp, Ed Stamp and Jen Stamp

My name is Shawn Kahl and I am a Coordinator (Xavanadu). I am voicing my support of Justin Honea in voting no on the upcoming recall measure. It is my experience that Justin is very competent in all of his volunteer roles at the Fair and that he is exceptionally compassionate, kind, and always willing to put in the hard work and extra effort needed to get the job done. This year has been extremely challenging and I do not believe we should vilify one individual on the Board for personnel related decisions made on behalf of the larger organization.

I disagree

Justin is one member of the Board. Seven members voted to terminate the Caretaker. The Board has access to ALL information about those proceedings, which **must be kept confidential** according to employment law.

Believing you know the "whole story" because you've talked to one person involved, is not the same as having all sides of the story.

If the action was so unjust, why have the "undersigned" asked for a recall of just one Board member rather than seven?

The words used to describe Justin in the petition do not match what I know of him.

Katy Parker

The Fair family has had a front row seat in observing the difference between those who are free to say whatever they please and one who adheres to silent observance of confidentiality required by their fiduciary responsibilities. I serve with Justin on the Personnel Committee and have observed his caring intelligence at close range over many topics. There is cause to celebrate Justin's contribution of his time and skills as PC, BOD, and Booth Registration Coordinator all of which require his maintaining confidentiality. All of management, the PC, and Board are likewise constrained, allowed to neither explain nor defend.

Palmer Parker

Personnel Committee

Bylaws Committee

Peach Truck

Etc.