

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, FEBRUARY 7, 2000

PRESENT: Palmer Parker (left during Guidelines), Jim Newhall, M.D., Etienne Smith, Charlie Zennache, Marlene Monette-Showker, Jim Sahr, Michele Sharpy (left during Guidelines), Lawrence Taylor, Jack Makarchek, Brad Lerch and Charles Drew & Howard Galvin (alternates).

MINUTES APPROVAL

Jim moved, and Howard seconded, the Minutes of the January 3, 2000 Board meeting be approved. The motion passed: 9 in favor and 1 opposed, (Michele).

ANNOUNCEMENTS/CALENDAR

- Tues. 2/22 Law Reform Group meets at the Fair office, 7pm.
Tues. 2/29 A workshop to review/revise the grievance process will be held at the Fair office at 7pm.
Sat. 5/6 Spring Fling at the WOW Hall!
Sun. 5/7 Far Side Celebration! Papers signed by Jack and Leslie in a Veneta city office was just too anti-climactic. We will claim the Far Side with a celebration/consecration in true fairy style!
Fri-Sun 7/7-7/9 Oregon Country Fair! That's right; it comes early this year...

Michele & Marlene announced the results of the Board Survey have been compiled and will be posted on the web. 49 surveys were returned. It is interesting to note that the results are fairly consistent with the Board's focus and intention. The survey's intention is to open doorways for discussion topics.

Etienne stated people can subscribe to the Law Reform's e-list at planetjt@efn.org.

STAFF & OFFICER REPORTS

General Manager. From Board & Peach Gallery to Leslie: WELCOME BACK!

Leslie thanked the Board & Personnel Committee for the opportunity to take a sabbatical. She truly missed us and surprisingly even missed the work. She thanked Norma, Steve, & Andy for being such great champs and dealing with everything really well in her absence. Thanks to the Treasurers and Budget Committee for doing a great job completing the budget. Thank You, Thank You, Thank You! And Goodbye, again. Actually, the rest of Leslie's half-time sabbatical is as follows: in February she will be gone from the 8th until the 22nd; and in March she will be gone from the 20th until the 31st.

We have a winner for the poster contest and a new poster. The Endowment Grants will be announced by March. The Jill Heiman Vision Fund is soliciting proposals. The apartment upstairs is rented. The staff shirts have been ordered. The permit for city-required upgrades for the office has been extended for six months. Railings need to be installed in the bathroom for wheelchair accessibility. We received the property tax appeal letter. We continue to earn 12% interest on our refund for last year and this year. (This year's tax assessment did not reflect the appealed status.) Apparently a County Y2K glitch has delayed mailing the refunds. We should have all the costs associated with the land swap compiled by March. We are splitting the attorneys' fees, filing fees, and survey costs with the City of Veneta. Fortunately, out of the three bids to survey the property the highest proposal is \$2900. This is significantly lower than the \$5000 that had been allocated. We are still working on the Larson easement.

Leslie appreciated the thorough and thoughtful discussion on the budget during the first of era 2K's Coordinator Potlucks which was held at her home.

Leslie also announced the Water Barrel crew is being folded into Water Crew. She thanked Jon Pincus for his many years of service as the Water Barrel Crew Coordinator. A capital project proposal will be requested to remove all that gravel!

Leslie clarified who is required to wear a teen pass. Any youth aged 11 through 18 must have a wristband either as a working part of a crew, as a Teen Crew member, or as a Fair teen. Teen passes cost \$25 and may not exceed one-half the number of adults on a crew. Teens are eligible to work on Teen Crew at age 13.

Administrative Assistant. Welcome back, norma! (newly returned from a Hawaiian vacation) norma welcomed Leslie back. She missed her, too. Leslie's wonderful preparation made it easily possible to fill in during her absence. Thanks to all the volunteers who helped in the office while she was away. And thanks to Leslie for clearing norma's desk before she returned.

The capital project request for a new copier has been submitted. She is working on switching files to Y2K. Crafts and Performers applications are being sent out. norma drafted an Office Volunteer Manual to be used when she is away on vacation. It is also the precursor to a job description manual which will make it easier for the next A.A. if ever norma leaves.

We have just entered the Year of the Dragon according to Chinese astrology. norma is soliciting ideas how we could make this Fair the Year of the Dragon also.

Site Manager. Steve had the honor and pleasure to observe a bald eagle hunting over the ODOT ponds. The last windstorm did minimal tree damage. The river continues to rise and fall with periodic floods on site. This process continues the aggressive bank erosion; we are losing three to five feet of embankment in some places each year. We may need to do some major path relocation on the river loop soon. Steve will continue to plant willows to stabilize those sections that slump down to the river. Tim Wolden (Water Coordinator) and Steve traversed the site to identify the top five gravel piles for removal this year. They identified fifteen sites. There is a lot of work to do for willing bodies and strong backs!

Steve attended one of the UofO's Festival & Event Management workshops last month. It was interesting, and in the end embarrassing, to receive the number of compliments on behalf of the Oregon Country Fair. Other event organizers hold a high level of respect for what we do so well. The workshops continue throughout the year. John Doscher is presenting one in June. Funds to attend a workshop may be available from the GM's Research & Education budget.

There is an opening on Site Crew for someone with a green thumb and a passion for flowers! Contact Steve @ 935-7846. Leslie added that she had a lovely walk on site with Steve, Andy, norma and Tim on Sunday. The green grass covering E. 13th is absolutely beautiful! Steve acknowledged that we are slowly reclaiming a green pathway!

President. Jack thanked Leslie for taking her sabbatical and thanked norma, Steve and the volunteers who made it possible for her to take one. He thanked norma for taking her vacation. He thanked the Budget Committee for working so hard and making the process relatively easier for the Board. He also appreciated the discussion at the Budget Approval Board meeting. There is an honest consensus among the Board and staff that we want to do more for the volunteers and make the Fair more enjoyable for everyone. Our hearts are behind it. He thanked Marshall Landman (Crew Services Coordinator) as the Pied Piper of what's to come.

Treasurers. Hilary thanked the Board for passing the Operations Budget. Many capital project budget requests have come in. Combined together, they already exceed the \$40,000 that was allocated in the Operations Budget. The Capital Projects Budget will be approved by the Board at the March BoD meeting.

COMMITTEE REPORTS

Land Use Management Planning (LUMP). Dennis reported that they have been drafting the wetlands preservation proposal for the Natural Resource Conservation Service. It will be available by the next BoD meeting. They continue to meet on the second Tuesday of each month at the Fair office.

OLD BUSINESS

BI-MART WETLANDS MITIGATION PROPOSAL REVSITED

Jim moved, and Palmer seconded, that the BoD reconsider the motion approved at the November 99, BoD meeting. The motion reads:::

Peach Gallery: Several pro-union folks involved with Bi-Mart's current labor dispute pleaded with the Board to reconsider an alliance with Bi-Mart. Andrew Barnes, Lane County Organizing Project, said that Bi-Mart's anti-union tactics have been exposed. An investigation by the national labor review board found that the union's charges were merited. Bi-Mart currently refuses to negotiate with employees who voted to form a union in the warehouse. Larry Thompson, Bi-Mart warehouse employee, reported that the warehouse employees voted to have union representation to give both the employees and employer clear guidelines of workers' rights. At present they are often expected to work twelve hour days leaving no time for family. The level of intimidation that Bi-Mart is using to shut out the union is astounding: favoritism for non-union supporters, unfair suspensions with intent to fire, bullying, and closed-door meetings. Their jobs are on the line. He is appalled that Bi-Mart would appear as a good neighbor in the community. Stefan Ostrach (Teamster union rep) said he knew Jill Heiman as a friend who worked for social and economic justice. He questioned if this is the only way the OCF can fund wetlands enhancement. He asked if we want to facilitate the destruction of other wetlands when an empty commercial property stands across the street. He added that local businesses may suffer when Bi-Mart moves in.

Leslie said that the issues are very complex involving competing values. We originally had a similar discussion in November when this proposal was first brought to the BoD. (Scribe's note: Rather than rewrite the similar arguments by the same folks, please refer back to the November '99, and January '00, issues of the *Fair Family News (FFN)*). Leslie added that she sat on the Comprehensive Land Use Planning (not as a Fair rep but as an individual) and fought Bi-Mart on each issue of moving to Veneta and got nowhere. The labor and environment movements have a lot of work to do together. We had a glimpse of what we can achieve together at the WTO meetings in Seattle. She reminded the Peach Gallery and BoD that it is the BoD's intention to use Bi-Mart's own money, an additional \$5,000 grant, for community education on labor issues. It may be used directly with Bi-Mart or perhaps with a union with far less financial backing such as PCUN. Leslie added that while not working with Bi-Mart would be a symbolic gesture, it would not be symbolic for the wildlife along the river. Others urged the Fair to pressure Bi-Mart into negotiations with labor as a condition of moving forward with the wetlands mitigation proposal.

BoD: Palmer did not accept Jim's friendly amendment to "rescind" the 11/1/99 approved motion stated above and that the BoD explore wetlands mitigation with various interests. Jim wants to get out of the

binding language. He would like to change the words "enter into" to "explore". (Again, refer back to the above-mentioned *FFN* issues.) Jack said he values the conflict, but it should not be forced into an us and them context. He has been in the struggle on the extreme end for many years and never has it received support from organized labor. When environmental issues are raised by people to people issues, the animals suffer. Michele said there is no right and wrong side on this issue.

The motion passed: 8 in favor and 2 opposed (Jack & Dr Jim).

Discussion followed whether "reconsider" means that the 11/1/99 motion still stands and is in the process of being reconsidered or has it been rescinded. Charlie wants to refer back to Roberts' Rules of Order.

Jim moved, and Charles seconded, that 11/1/99 motion stated above be rescinded.

More of the same discussion -- how can we support the environment and labor... Dr. Jim yielded time to Stefan Ostrach who thanked the BoD for reconsidering the agreement. This amount of action will give everyone leverage.

Charlie moved, and Brad seconded, to table the motion until next month. The motion to table passed: 7 in favor and 3 opposed (Michele, Jack & Jim).

COMMISSIONED ART WORK RIGHTS

Palmer said he was initially appalled that we do not own the rights for commissioned art work for the posters and t-shirts. However, upon talking with Camille Cole (History Booth Coordinator) he has learned that we cannot own what doesn't exist. Often the artwork is incomplete and is finished/modified at the printers.

CONFIDENTIALITY RULES FOR COMMITTEES

Palmer moved, and Marlene seconded, the BoD approves modification of the motion concerning Board confidentiality that was passed at its 2/21/94 meeting. The revised confidentiality policy which will apply to the Board and its committees is as follows: Anything discussed in an Executive Session pertaining to legal or real estate purchase issues, personnel issues concerning a particular individual or individuals, as well as any correspondence to the Board from the membership or other Board Members on these topics will be held in confidence until all Board Members present at such an executive session agree otherwise by consensus. Further, committees appointed by the Board will follow these ~~procedures~~ confidentiality guidelines.

(wording changed during the discussion...)

Peach Gallery: General thumbs up! John Flanery (Community Village) questioned whether one could quote their own words from that discussion. Hilary noted that the attorney-client confidentiality privilege is jeopardized for each person present if any one discusses it outside of the circle of those present. Kim Allen (crafter) advocated that all meetings should be open and regular meeting times should be posted. Bear Wilner (Kitchen Crew) supported closed meetings about specific individual employees; this promotes respect. He would not be comfortable with any random, loved, family member walking into such a discussion.

BoD: Lawrence said we must remain aware of the perception of closed meetings even if it is not true. Jack countered that because we have confidentiality guidelines on specific topics does not mean that we are a closed organization. Palmer clarified, that at present, all of the Personnel meetings are confidential. This would open up the process unless discussing a specific employee(s). Otherwise, the guidelines

apply to legal, real estate and specific employees. This motion extends the guidelines to BoD appointed committees.

The motion passes: 10 in favor and 0 opposed.

Palmer moved, and Jim seconded, that the BoD should consider who has the authority to approve a leave of absence from a committee. Does the BoD or the committee decide?

Palmer moved, and Jim seconded, that this motion be tabled until next month. The motion to table passed: 9 in favor and 1 opposed (Michele).

LUMP COMMITTEE APPOINTMENT

Marlene moved, and Dr. Jim seconded, that the BoD appoint Howard Galvin to the LUMP Committee.

Peach Gallery: Steve W. said that LUMP appreciates the great work Howard has contributed thus far as a non-member. Thumbs Up!

BoD: Palmer advocated that new BoD members should take their lumps!

The motion passed: 10 in favor and 0 opposed.

HUBBARD PROPERTY RENAMING CONTEST

Palmer announced it is time to close the Hubbard Cupboard (aka NameThat Ass(et) and choose a winning entry. Sorry, only the BoD gets to vote on this. Steve W. noted that Reese would advocate for a short radio handle and that the moniker fit on the map! Palmer also displayed the various prizes (all artifacts from the property) for the winning entry. This included a chipped quart canning jar full of Hubbard dirt (and one of Palmer's own plastic army soldiers from his childhood), a spike, a gallon, metal burn can, a hand-blown glass kitty - also chipped, a container of brand named Hubbard's Shoe Grease, a long shoe-horn with stallion head, and a plastic, spinning winged road-runner lawn ornament. Although the winner was supposed to receive only one item, the Peach Gallery and BoD agreed that the road-runner belongs on the Peach truck and all other items should be given to the winner.

The new name submissions listed in alphabetic order include: Aerohead Acres, Border Town, Chubbard's Home for Wayward Big Boys, Dizzyland, Fairy Home Abandon, Flying Chicken Cutoff (get it? Aero & Chickadee), Free Camping!, Frolic Farm, Gateway Acres, Geezerville, Happy Trailers, Hup-Hup (spoke in cadence, like the Flying Ks), IMSPOS2PRKHR (sound it out), Lalaland, Land Ed Gentry, Lost in Place, Midnight Show Ticket Office, Mother Hubbard's Bones, One Lope Over the Sign, Rabbit Hole, Shady Achers, The Corner, The Naked Hutch, The Old Fairies Home, The Poodle Pen (Where the Peach Truck Dribbles -- not submitted by Palmer aka Peach Truck Driver), and Zenn Acres.

Dr. Jim said that choosing Zenn Acres would be "an eponymous recognition" of extensive labor Charlie Zennache put in to purchasing the property.

Drum roll, please. And the new name for the property is "XXXXXX".

PROCESS TO DISCUSS ITEMS WITHOUT A MOTION

Etienne would like the BoD to have times for thoughtful discussion with the BoD and Peach Gallery on issues without requiring two BoD sponsors to do so. Possibly, the motion would be created out of the discussion. Or is it that we need more work shops before motions are made. Michele disagreed, saying that BoD meetings is the time for the BoD to get business done. The only ones who attend the work shops are the BoD, staff, officers and a select few fairies. Lawrence agreed with Michele. We meander

off enough as it is even within the constraints of a motion. Marshall appreciates the BoD's level of maturation compared to his BoD years in the 80's when they wandered for hours. Lil DeSoto (Horse Crew) said she would appreciate BoD feedback during Member Input. Anne Morris (VegManECS Co-coordinator) noted that issues of interest to the membership are tabled because of a lack of BoD sponsorship. Jack added that if the process is maturing then there is room to figure this out and bring more items to the table. And thus, we had a nice little discussion without a motion...

GUIDELINES REVISION

Marlene moved, and Michele seconded, that the BoD discuss and approve (or not approve) the proposed policy issues listed on page 1 of *The Guidelines* and leave the operational issues for Operations to determine their appropriateness. The motion was later amended to include all proposed policy issues throughout the Guidelines. This would in part prevent Ops from being run by the Guidelines or the tail wagging the dog. Randy Nowell (VegManECS) noted that often policy and operations are intertwined. norma suggested using a guidelines clearing house committee next year. She also recommended that coordinators and crew members suggest changes for their own operational area. Steve noted that a lot of networking among crews and coordinators needs to happen in order to consider all the ramifications of any proposed change. Lil would like to change the word "Guidelines" which sounds too authoritative. Leslie advocated that this is the job of the printing coordinator. The Guidelines should reflect operational changes and basic information that folks need to get on site. The Operations Manual, available at the Fair office, is a very thick and detailed document.
The motion passed: 9 in favor and 1 opposed (Palmer).

The meeting was extended three times for an additional total of 30 minutes. Palmer opposed the last two extensions. Refer back to the January *FFN* issue. After a brief bout of trying to reword some sections Charlie determined that the BoD's task was to approve the proposals or let the text stand as is. The BoD did agree that the editors could proof for grammar and syntax. The proposed section changes that were agreed upon as policy changes will be listed below as approved or rejected. The text will not be rewritten.

A Code of Conduct, 1. Everyone is Equal. The proposed change was rejected. **3. Perhaps the most important of all is reverence for the land.** The proposed change was rejected: 0 in favor and 10 opposed. **4. The most important of these is respect for each other.** The proposed addition was rejected: 0 in favor and 10 opposed. *Michele left the meeting.*

Section 6. No Dogs The proposed change to delete text was rejected: 0 in favor and 10 opposed.

Section 9. Alcohol and Cigarettes. The proposed change to the heading and deleted text was accepted as the drug issue is handled in the following section. The change was approved: 7 in favor and 3 opposed (Jack, Jim, & Marlene). The last sentence, "Smoking is allowed ..." was accepted: 8 in favor and 2 opposed (Dr. Jim & Etienne).

Section 10. Controlled Substances & Drug Paraphernalia -- This is a drug-free event was approved, 10 in favor and 0 opposed, as the first sentence.

Section 18. Children on Site The proposed deletions and additions were rejected: 0 in favor and 10 opposed. The text remains as is. *Palmer left the meeting.*

Section 32. Paths The text, "Fair policy states, "In keeping with the third provision of the OCF Code of Conduct,barefoot safe path during the Fair." remains. Lawrence remembers that the membership voted on this issue at an Annual Meeting.

Section 36. Booth Representatives The new text was approved, 10 in favor and 0 opposed. It was unanimously recommended by Craft Committee. Ops will correct the grammar.

Section 44. General Construction Requirements The proposal to delete the text "However, decorative painting is allowed..." was rejected, 0 in favor and 10 opposed. **(Is this correct???)**

The following items faded away for lack of a sponsor: Donations to the Garcia Senior Center, Alzheimers Association, Ballet Juvenil Azteca and City Club of Eugene History Project.

The next BoD meeting will be held on Monday, March 6, 2000, at EWEB at 7pm. The agenda, subject to change, will include: Budget Issues: Operations Budget Amendments, Land Swap Costs, Larson Easement, Salary Ranges for Steps 1-7, 3-7 and 4-7; Fair/Board members as tenants, Conservation Easement, Purchase Easement from Forest Larson, Leaves of Absence from Committees (Palmer), Bi-Mart Wetlands Mitigation, Guidelines 2001 Process (Marlene). New business includes: Capital Projects Budget Approval, Wooded Understory Expansion Moratorium (Marlene), SOPs (Jack), 11 & 12-Year-Olds Teen Wristbands (Michele) and Seniors Passes/Wristbands (Michele), Member Survey Mission Statement (Etienne)

Sweet Dreams,

Jen-Lin