

**Subject:** Communications Committee Bulletin, 12/22/12

**From:** Mark Kille <mkille@freegeek.org>

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**To:** All paid workers at Free Geek <paidworkers@lists.freegeek.org>, regulars@lists.freegeek.org, "board-discuss@lists.freegeek.org" <board-discuss@lists.freegeek.org>

COMMUNICATIONS COMMITTEE BULLETIN

December 22, 2012

On Wednesday, December 19, the Board met in executive session to discuss a restructuring proposal collaboratively developed by the Collective and consultant Paul Lipscomb. The reason the Board took it up in executive session instead of a public meeting is because it was impossible to avoid a confidential discussion of possible personnel implications for individual current Collective members.

The Board decided to accept the proposal as the framework within which all other restructuring work will take place. Here are the key features:

--Free Geek will have 3 departments: Production, currently called Reuse; Public Services, a merger of the current VETS and Sales departments; and Operations, a merger of the current Administrative Services and Receiving & Recycling departments.

--Each department will be led by a senior manager. Together, the three senior managers will form a Senior Management Team that reports to the Board. The exact details of that reporting relationship, and the way that the Senior Management Team will make its decisions, still need to be worked out. However, the Senior Management Team will **\*not\*** be a Collective that happens to have fewer members.

--Each senior manager will be supported by one or more "middle managers," depending on the operational needs of each department.

--The Senior Management Team will also be supported by a Human Resources Partner whose responsibilities cross departmental lines.

You may notice that the accepted proposal does not mention bargaining unit employees. The reason is that this restructuring is specifically an initiative affecting Free Geek's **\*management\*** structure. The relationship between the bargaining unit and management is specified in the Collective Bargaining Agreement negotiated by the union ([http://wiki.freegeek.org/index.php/Collective\\_Bargaining\\_Agreement](http://wiki.freegeek.org/index.php/Collective_Bargaining_Agreement)).

The Board will receive another proposal to take up in January that addresses the full details of the new management structure and that speaks explicitly to Free Geek's commitment to transparent and participatory decision-making processes.

Prior to the Board's meeting on December 19, the Collective also reached consensus on eliminating the Collective-level position of Contributor Relations Coordinator, effective January 6. While fundraising and other development efforts will remain a critical part of Free Geek's future revenue strategy, a full-time staff person dedicated to this function does not make a lot of sense given our current financial and operational constraints.

Sincerely,  
Your Communications Committee

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Mark Kille, HR Administrator

Free Geek | 1731 SE 10th Avenue | Portland, OR 97214  
503-232-9350 x112 | [mkille@freegeek.org](mailto:mkille@freegeek.org)