

Subject: [freegeek-board-discuss] Communications Committee Bulletin, 12/29/12
From: Mark Kille <mkille@freegeek.org>
Date: 12/29/2012 07:55 PM
To: All paid workers at Free Geek <paidworkers@lists.freegeek.org>, "board-discuss@lists.freegeek.org" <board-discuss@lists.freegeek.org>, regulars@lists.freegeek.org

COMMUNICATIONS COMMITTEE BULLETIN
December 29, 2012

Happy New Year! Here are the questions we received this week.

What role should staff have, or what action can they take, when they wish to advocate for a volunteer?

--Free Geek is an organization that values the active engagement of all staff. We have an "open-door policy," where any staff member may express ideas or concerns to any manager. This policy will not change as a result of the re-structuring process.

--Currently, on those rare occasions when an issue arises involving a volunteer, an RT ticket is created in the VolunteerIssues queue. All paid employees have access to this queue. These tickets provide a centralized place to collect reports, statements, findings and action steps. All employees who feel they have something relevant to add to the record regarding a specific volunteer or issue are encouraged to do so.

How can volunteers offer input or receive complete explanations about changes to areas they historically have worked in?

--Free Geek does not currently have an established procedure for consistently communicating with volunteers who come in at different frequencies, have different scopes and complexities of responsibilities, or may not be subscribed to the regulars@ email list. Developing such a procedure has been a recognized priority since at least the most recent Town Hall Meeting. We welcome suggestions as we explore different possibilities.

Is it possible to print out a hardcopy of Board minutes and keep them at the Front Desk for anyone and everyone to see?

--Yes! It will be easy to do. However, please keep in mind that there is a lag between when a Board meeting happens and when the Board approves the minutes of that meeting. The most recent minutes available may not be from the most recent meeting.

Who is expected to fill the new manager positions? Are bargaining unit employees eligible to apply? Will external candidates be considered?

--The recommendation of management consultant Cliff Jones was to conduct open searches for all senior manager positions. The Board has not made any decisions that contradict this recommendation, but they have not yet formally taken up the question of search processes, either.

--Staff or volunteers with an opinion about the best kind of process for Free Geek at this time, or a desire to be considered as a candidate for a new position, should talk with consultant Paul Lipscomb or a member of the Board.

--When we know more, we will definitely announce it in this bulletin right away.

If a Collective member leaves during the re-structuring, will it be because of performance issues or because of a layoff affecting their position?

--Personnel matters are, of course, highly confidential. Free Geek can promise two things, though. First: if a manager is performing poorly, they face consequences up to and including termination, even if their position is still needed by the organization. (In that case, we would conduct a search for a new person to fill that role.) Second: if a management position is no longer needed, it will be eliminated, even if the person currently holding it is performing well.

Sincerely,
Your Communications Committee

--

Mark Kille, HR Administrator
Free Geek | 1731 SE 10th Avenue | Portland, OR 97214
503-232-9350 x112 | mkille@freegeek.org

board-discuss mailing list
board-discuss@lists.freegeek.org
<http://lists.freegeek.org/listinfo/board-discuss>