

REPORT OF THE C.A.D. GRIEVANCE COMMITTEE

DATE: August 19, 2009

TO: CAD Board of Representatives

The CAD Grievance Committee was assigned the task of making recommendations to the CAD Board of Representatives publicly as a result of the grievance letter that was filed to CAD.

After a number of meetings, the CAD Grievance Committee identified two major audiences: 1) the CAD Board of Representatives and 2) the CAD Members.

1) For the CAD Board of Representatives, the major points are:

- Knowledge of CAD Bylaws
- Preparation and/or mentoring of future CAD Board of Representatives
- Frequent Communication
- Accountability
- Transparency/Clarity
- Oversight of CAD Board of Representatives

Those issues need attention, especially by the next CAD Board of Representatives for 2009 and beyond.

2) For the CAD Members, the identified major points are:

- Interest and participation in CAD affairs
- Understanding the responsibility, commitment and difficulty of keeping and maintaining various CAD positions
- Knowledge of CAD Bylaws

We, the CAD Grievance Committee, have acted voluntarily, in good faith, fairly, and integrity by holding a number of meetings and a hearing. We thank you the opportunity of taking part in making CAD a better organization.

Following are some suggestions for your consideration:

A) For CAD Board of Representatives:

- Notify CAD members and the public *at least* fifteen days prior to the meeting date.
- CAD meeting minutes and financial reports on the CAD website within one month of the meeting.
- Update CAD Bylaws, and establishment of CAD standing rules to be ‘in-sync’ with changing times.
- Establish or redefine CAD Bylaws for appropriate grievance procedure prior to calling CAD emergency state wide meeting.
- Revisit or establish procedure on how CAD members can communicate with the CAD Board of Representatives, and make their voice heard during CAD Board of Representatives meeting.
- Be familiar with CAD Bylaws.
- Be familiar with parliamentary procedures.

B) For CAD members:

- Be familiar with CAD Bylaws.
- Be familiar with parliamentary procedures
- Be respectful of CAD officers and representatives by addressing them appropriately.

Sincerely,

Noel Rivera, Chairman

For and on behalf of CAD Grievance Committee:

Peter DeHaas, Secretary

Julie Moers, ex officio

David Anthony

John Dickinson

Eric Fifer

Nathan Hoagland

Raymond Kilthau

Rob Loveless