

## **Grievance Hearing June 28, 2009 FTDNC:**

**After listening to Cris Hughes air her grievance in connection with FTDNC and after questioning her very closely to learn exactly why she felt aggrieved, we the Grievance Committee, composed of Margie Beeson, Chair, Cile Borman and Marlene Radar, are prepared to make the following recommendations:**

### **The recommends the following By Laws change:**

1.) Adding that Grievances be limited to the FTDNC by Laws and the City of Los Angeles Ethics violations.

### **The Grievance Committee recommends changes to their Standing Rules:**

1.) A payment time limit. Projects or funding requests that have been approved by the FTDNC Board should have all funding documentation into DONE within 10 days of approval or, if the amount is directly payable, should be paid within 10 days.

2.) Presenters should not be interrupted. Presentation time limits may be established. After the presentation concludes, the board should proceed to, ask questions, discuss and possibly take action concerning the proposal.

3.) Any money that is funded to a person, group, event or organization to be used for FTDNC Outreach must have a sign designating that the event is sponsored by FTDNC and have sign up sheets available for stakeholders to join the FTDNC data base.

5.) Any event sponsored by FTDNC must be attended by an FTDNC District Representative or designated representative from the District where the event is being held to assist and verify that signage and sign up sheets are present.

### **The Grievance Committee recommends that FTDNC make changes to the Request for Funding Form.**

1.) On page one of "Request for Funding from FTDNC" add "3 independent quotes" – All large ticket items should be bid out and approved with no less than 3 bids. Not all requests for funds should require multiple quotes, such as petty cash reimbursement or perhaps approvals within an "X" dollar budget.

2.) On "Request Form for Financial Support" add - a section "for office use only" with a check box stating if the funds were approved by the board and the date and vote by which they were approved or not approved. A copy of this form will be given to the applicant after the board vote. This will make the Treasurer more efficient without a need to go back to the minutes searching for funded items.

**The Grievance Committee notes that a primary goal of FTDNC should be Outreach. All board members should assist in obtaining this goal.**

FTDNC Board and Committee members volunteer because they care about their communities. Each must treat all others with respect and courtesy, one's only payment for service.

FTDNC allocates a percentage of its annual budget for use by each Standing Committee. Said committees should determine the proposed uses of such funds. The Budget and Finance committee should participate ONLY to determine if committee funding uses are procedurally acceptable and in accordance with LAMC. Committees should propose ideas, projects (or) only to the board for approval after legality vetting by Budget and Finance. Only the Board should be able to veto funds for a committee project via a motion and vote of the Board. If a Committee project is within its budget, it needn't appear before the Budget and Finance Committee, but may go directly to the Board.

Budget and Finance should exist to quantify and qualify requests for funding and manage the treasury. It is not the job of Budget and Finance to determine what ideas are good ones and which are not. Budget and Finance may, as a Committee, recommend against an idea/project/etc. only if the use of funds is in some manner inappropriate. The Budget and Finance Committee does not pass judgment. Only the FTDNC Board has the power of yea or nay.

A system enable funding of time sensitive items or requirements so the NC is not always playing catch up.

Grievance Committee  
Margie Beeson  
Cile Borman  
Marlene Radar

Organized by Royan Herman, Recording Secretary

Objective to address the procedural grievance filed by the FTDNC Outreach VP, Cris Hughes.

July 08, 2009