

Grievance Procedures for April 2, 2007 VNC Grievance Hearing

Prepared by Joe Murphy, REC Chair

A. (5 min) Mr. Murphy functions as the lead panelist to decide procedural matters that may arise in the course of this hearing. He opens the hearing by citing the relevant sections of the VNC Bylaws as follows:

- **Article VII C. Rules and Elections Committee:** Chaired by Community Officer as nominated by the Administrative Committee, subject to approval of the Board of Officers. ... Holds grievance hearings and makes findings and recommendations to the Board.
- **Article V C. Grievance:** Any Stakeholder who is adversely affected by a decision of the Board of Officers may submit a written Grievance to the Secretary. All grievances shall be referred to the Rules and Elections Committee for review and recommendation to the Board of Officers. The Board shall review the grievance and committee findings. All grievances shall be reviewed and appropriate action taken not more than sixty (60) days after receipt of the grievance. [Note: This requires Board review and action at its April 17, 2007 Meeting]

B. (5 min) Mr. Murphy outlines the procedure that will be followed for the grievance as consisting of three segments of no more than 5 minutes each:

- Mr. Selan states his grievance and the grounds therefore without interruption.
- The panel reviews the matter and may address questions to Mr. Selan.
- The panel makes its findings and formulates its recommendation to the Board.

C. (15 min) Hearing of Rick Selan Grievance Re: 'Grievance Of 3-5-07 Against VNC' received by DONE Mar 7, 2007 and by chair of REC Mar 8, 2007.

D. Adjourn