

Grievances

1. Withholds decision making. Must always ask him if we can spend money, instead of giving us a budget to work with.
2. Jeopardizing funding: HSD, making stuff up for Margola grant reporting
3. Missed appointments and meetings. Having meetings when he is ready or decides to show up.
4. Asking for campaign contributions. Asked for contributions at the office during staff meeting.
5. consistently adds responsibilities to each person's roles at the TU. Does not have clear understanding of workload.
6. has not been transparent about salaries for new positions.
7. transferred supervisory roles to other people. supervises no one (?).
8. does not validate feelings of workers. says sorry about behavior but does not change them
9. acts defensively when someone tries to question him or give him feedback. During staff retreat snapped at Denechia in front of other co-workers
10. Tokenizing POC's. giving POC's titles of leadership for the purpose of funding.
11. Will only answer some emails and will ignore others. Same with calendar invites.

We demand

- Jon step down as ED *and Liz Etta become ED interim*
- recognition for our work in the form of liveable wages
- work loads be reasonable
- staff and board engage in race and social justice training, similar to City of Seattle Race and Social Justice Initiative
- hiring consultant to conduct organizational restructuring

Next steps:

- 1) flush out grievances
- 2) Set time for when we would like to see action from the board
- 3) Decide on further action, we don't have to tell the board, but discuss amongst ourselves