

Olympia Beekeepers Association

Grievance Policy

1. Charges

(a) Any member may prefer charges against a member for alleged misconduct prejudicial to the best interest of the Association; or a petition for removal from office may be submitted in accordance with Article III, Section 5 of the Association By-Laws. The Secretary shall promptly send a copy of the charges or petition to each member of the board, or present them at a board meeting.

(b) In the case of a petition for removal, the Board shall call a Special Meeting of the membership not fewer than three (3) weeks nor more than six (6) weeks after receipt of a duly submitted petition.

(c) Except in the case of a petition for removal, the board shall first consider whether the actions alleged in the charges, if proven, might constitute conduct prejudicial to the best interests of the Association. If the board considers that the charges do not allege conduct that would be prejudicial to the best interest of the Association, it may refuse to entertain jurisdiction. If the board entertains jurisdiction of the charges, it shall fix a date of a hearing before a Special Committee consisting of three (3) members of the Association in good standing, not fewer than three (3) weeks nor more than six (6) weeks thereafter. The Secretary shall promptly send one copy of the charges to the accused member by certified mail together with a notice of the hearing and an assurance that the defendant may personally appear in the member's own defense and bring witnesses if the member wishes.

2. Special Committee Hearing

(a) The committee shall hear from both the complainant and the defendant and then submit a report of their findings to the Board. Should the Special Committee find that the charges are not proven they should so inform the Secretary.

(b) Should the Special Committee find the charges to be sustained after hearing all the evidence and testimony presented by complainant and defendant, the Special Committee shall make a recommendation to the Board as to whether the defendant should be reprimanded or expelled.

(c) Immediately after the Special Committee has reached a decision, its findings shall be put in written form and filed with the Secretary.

3. Resolution

(a) The Board shall review the Special Committee's report and vote to accept or reject the findings thereof.

(b) Should the Board accept the report they shall instruct the Secretary to issue a written reprimand to the defendant or expel under Article III Section 4 of the by-laws.

(c) The Secretary will then inform both parties in writing of the Board's decision. In the event that the Board rejects the report they must call a Special Meeting of the members in order to resolve the dispute.

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