CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS

Study Session Worksheet

Presentation Date: June 30, 2015 **Approx Start Time:** 10:00 Am **Approx Length:** 45 min

Presentation Title: Workforce Investment Council of Clackamas County (WICCO) Bylaws and Membership Revisions

Department: County Counsel and County Administration

Presenters: Stephen Madkour, County Counsel

Other Invitees: Bridget Dazey, WICCO Executive Director
Dan Parker, WICCO Vice Chair
Cindy Hagen, WICCO board member and County Economic Development

WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?
The Workforce Investment Council of Clackamas County (WICCO) respectfully requests the Board of County Commissioners to review, consider and approve the WICCO bylaws and membership as presented.

EXECUTIVE SUMMARY:
The Workforce Investment Council of Clackamas County (WICCO) has drafted their bylaws and reconstituted their Board in order to comply with the new federal Workforce Innovation and Opportunity Act (WIOA) which goes into effect July 1, 2015. At the May 21, 2014 Executive Committee meeting for WICCO a recommendation was made to form a bylaw revision sub-committee. The bylaw subcommittee met June 5, 2015 and was comprised of members of the Executive Committee as well as Stephen Madkour, County Counsel and Emily Klepper, Policy Coordinator for Commissioner Martha Schrader. Attachment A is the Proposed Bylaws and Attachment B is the Proposed Bylaws with track changes. The revised bylaws were noticed and then presented to the WICCO Board of Directors on June 18, 2015 at their regularly scheduled meeting. A motion was made to adopt the bylaws and was unanimously approved with a recommendation to request final approval from the Board of County Commissioners.

As WIOA goes into effect July 1 the entire WICCO board must be reconstituted and reapproved by the Clackamas County Board of County Commissioners. The WIOA board composition formula was adopted by the WICCO Board of Directors in October 2014. (See Attachment C) WICCO board members, as stated in the bylaws, serve at the pleasure of the Board of County Commissioners. Attachment D is a list of the recommended WICCO board membership and the required category they fill. This list is compliant with the federal WIOA formula Attachments E, F and G are letters of support from organizations recommending their representatives.

Finally, the WICCO Board of Directors formally acknowledged that the organization will now be doing business as (dba) "Clackamas Workforce Partnership" and requests the Board of County Commissioners acknowledge this "dba" name change.

FINANCIAL IMPLICATIONS (current year and ongoing):
Revenue sources will remains as currently configured. There are no known immediate financial implications to Clackamas County.

LEGAL/POLICY REQUIREMENTS:
The amended bylaws are adopted to achieve compliance with the WIOA provisions that take effect July 1, 2015. The County and WICCO presently operate under a Memorandum of Agreement. This agreement will need to be revised to accurately reflect the changes in federal law and other details and designations associated with WICCO.

PUBLIC/GOVERNMENTAL PARTICIPATION:
Due to the desire to be in compliance by July 1, 2015, WICCO has fulfilled PGA's requirement for ABC membership appointments to the best extent possible. Adequate public notice was given in advance of the June 18, 2015 WICCO Board of Director's meeting regarding the consideration of amended bylaws. Public notice was also given prior to the Clackamas County BCC policy session for June 30, 2015.

OPTIONS:
The BCC has the following three policy choices with options:

Issue 1: Amended bylaws
Option A: approve as recommended
Option B: revise per BCC direction
Option C: have staff revisit the bylaws and bring back additional information

Issue 2: Reconstitute membership
Option A: approve as recommended
Option B: revise per BCC direction
Option C: have staff revisit the bylaws and bring back additional information

Issue 3: Acknowledge "dba" name change from Workforce Council of Clackamas County (WICCO) to Clackamas Workforce Partnership
Option A: acknowledge as recommended
Option B: do nothing

RECOMMENDATION:
Staff respectfully requests the BCC select the following:

Issue 1 – option A
Issue 2 – option A
Issue 3 -- option A

ATTACHMENTS:
Attachment A: Proposed bylaws
Attachment B: Proposed bylaws with track changes
Attachment C: WIOA board membership
Attachment D: Recommended WICCO Board of Directors membership
Attachment E: Letter of support for labor representatives from Northwest Oregon Labor Council
Attachment F: Letter of support for private business representatives from North Clackamas Chamber of Commerce
Attachment G: Letter of support for job corps representative from Timber Lake Civilian Conservation Center

SUBMITTED BY:
Division Director/Head Approval _____
Department Director/Head Approval _____
County Administrator Approval _____

For information on this issue or copies of attachments, please contact Stephen Madkour at 503-655-8362 or Smadkour@clackamas.us

Last updated: January 2012

Attachment A

WORKFORCE INVESTMENT COUNCIL OF CLACKAMAS COUNTY, INC.

An Oregon Public Benefit Corporation

BYLAWS

ARTICLE I.

Section 1: The Workforce Investment Council of Clackamas County, Inc. is an Oregon nonprofit corporation which does business as the "Clackamas Workforce Partnership" (CWP). Hereinafter, the Workforce Investment Council of Clackamas County, Inc. shall be referred to as the "CWP."

Section 2: The CWP was organized under Chapter 65 of the Oregon Revised Statutes, and was approved by Clackamas County Board of County Commissioners, (CCBCC).

Section 3: The CWP is established to implement workforce development programs including the Workforce Innovation and Opportunity Act, hereinafter referred to as WIOA, to represent Clackamas County in Oregon's workforce development system, and to act as a public benefit corporation operated in Oregon for educational and charitable purposes and for the promotion of social welfare in accord with sections 501(c)(3) of the Internal Revenue Code of 1954.

Nominations and appointments to the CWP Board of Directors shall be made in accordance with WIOA Section 107 and any additional State of Oregon or CCBCC requirements,

The CWP shall ensure that its board member actively participate in convening the workforce development system's stakeholders, brokering relationships with a diverse range of employers and leveraging support for workforce development activities.

Section 4: The primary area to be served by the CWP shall be Clackamas County, Oregon.

Section 5: The official office location and mailing address shall reside within Clackamas County.

ARTICLE II.

Purpose

The CWP's purpose shall include representing Clackamas County in Oregon's workforce development system, implementing WIOA and other workforce development programs, and to act as an Oregon public benefit corporation operated for educational and charitable purposes and for the promotion of social welfare in accord with sections 501(c)(3) of the Internal Revenue Code of 1954.

Subject to the foregoing purposes and the requirements of Code Section 501(c)(3), the CWP shall have and may exercise all the rights and powers of a nonprofit corporation under the Oregon Nonprofit Corporation Act.

ARTICLE III.

CWP Membership

The CWP shall have no members or stockholders.

ARTICLE IV.

Board of Directors

Section 1: The affairs of the corporation shall be managed by its Board of Directors, which is the Clackamas County Workforce Development Board appointed in accordance with Article 1, Section 3 of these bylaws.

Section 2: The CWP Board of Directors shall serve at the pleasure of the Clackamas County Board of County Commissioners. The CWP Board of Directors are expected to attend all regularly scheduled meetings and shall not delegate their vote to any other individual. Any member who does not attend at least half of the regularly scheduled meetings during any fiscal year may forfeit the office upon review of the CWP Board of Directors. Any member of the Board of Directors may be suspended or expelled from membership on the Board of Directors upon affirmative vote of two-thirds (2/3) of the membership as a recommendation to the CCBCC. If a Director's employment status changes in his/her elected term, a written notification must be sent to the Board of Directors within 30 days of said change. The Director, under approval of the Board of Directors, has 120 days to requalify for a CWP Board position. Failure to requalify will result in removal from the CWP's Board of Directors. Nothing in these bylaws is intended to preclude the possibility of interested members being considered for reappointment after expiration of a term.

Section 3: Members of the Board of Directors shall be appointed for a three-year term, with a maximum of three terms with the intention that approximately one-third of the members terms expire each year.

Section 4: To the extent reasonably possible, the membership of the Board shall conform to the requirements of the federal Workforce Innovation and Opportunities Act of 2014 and shall reflect the diversity of the regional workforce.

Section 5: The Board of Directors shall have the power to create both standing and ad-hoc committees and task forces, the members and chairs of which shall be appointed by the Chair of the Board. The Committee Chairs shall be private-sector members of the Board and may have a co-chair from the public sector.

Section 6: If a board member resigns mid-term, a new member will be appointed by the CCBCC to fulfill the remainder of the term. A partial term does not count as a term when considering the three term maximum.

Section 7: In order to provide historical perspective, at the expiration of term limits, a retiring Board member may choose to continue service to the Board as a "Legacy Member", with approval by the Chair of the Board. Legacy Members may serve on committees, may vote at committee meetings, but would not be eligible to vote at Board of Director or Executive Committee meetings.

Section 8: After the expiration of the three-term limit, retired Board members may choose to reapply for an appointment to the Board after a 12 month break in service.

ARTICLE V.

Officers

Section 1: The CWP Board of Directors shall elect officers at the annual board meeting. The annual meeting is the first full Board meeting after the start of the program year.

Section 2: Officers of the Board of Directors of the corporation shall consist of a Chair, Vice Chair, Secretary, and Treasurer. The officers shall be representatives of the private sector. Such other officers as may be deemed necessary by the Board of Directors may be appointed from time to time.

Section 3: The elected officers and the immediate Past Chair of the Board of Directors, at least four (4) members of the Board, shall constitute the Executive Committee of the Board of Directors.

The Board of Directors may delegate to the Executive Committee or to the Chair alone such duties and responsibilities as may be deemed necessary from time to time to carry out CWP activities. The activities and decisions of the Executive Committee shall be regularly reported to the Board of Directors by the Chair, and the minutes of all Executive Committee meetings shall be provided to the Board.

The Board has the power to fill officer vacancies at any regular meetings and individuals so selected will serve until the annual meeting.

Section 4: The Chair is the Chief Executive Officer of the corporation and shall generally control and supervise all of the business and affairs of the CWP. The duties of the Chair shall be to preside at all meetings of the corporation, to appoint committees and their chairpersons as needed, and to generally perform all duties incident to the office of Chair.

Section 5: The duties of the Vice Chair shall be to perform the duties of the Chair in the absence of the Chair, and to perform such other duties and responsibilities as are set by the Board of Directors, or the Chair.

Section 6: The Secretary of the corporation shall be responsible for the maintenance of CWP records, to review all minutes of the meetings, and to perform such other duties assigned by the Board of Directors, or the Chair.

Section 7: The duties of the Treasurer shall be established by the Board of Directors, or the Chair, and shall generally include governance of all funds held in the name of and managed by the CWP, and reporting on the financial status of the corporation and the budget status of programs and services. Reporting will occur to the Board of Directors through the Executive Committee at full Board meetings.

Section 8: Documents to be signed by the corporation are binding when signed by the Chair and any one of the following officers: Vice Chair, Secretary or Treasurer, at the direction of the Board of Directors. The Board of Directors may approve such other signatories as may be necessary.

ARTICLE VI.

Meeting Procedure, Voting Rights, and Quorum

Section 1: Meeting Procedures:

A. The corporation shall hold regular meetings as necessary, but no less than four (4) per program year, to conduct business at a time and place determined by the Chair.

B. Notice of all meetings of the corporation shall be given at least seven (7) days previous thereto by communication mailed by first class mail, sent electronically, by facsimile, or delivered personally to each member.

C. The corporation's committees shall meet at the call of the Chair or the chair of such committee.

D. Minutes shall be kept of all meetings required by Public Meeting Law and shall be available at the offices of the Corporation for anyone who requests to see them.

Minutes of meetings of the Board of Directors and Executive Committee shall be reviewed and approved at the subsequent meeting of the corporation's Board of Directors or Executive Committee. Minutes of committee meetings shall be approved by the Chair or Acting Chair of the committee and mailed, e-mailed, or faxed to the Board Members and interested persons as appropriate or as may be requested.

E. Special meetings of the corporation may be called at any time by the Chair or by a petition signed by not less than 25% of the members of the Board of Directors, setting forth therein the reason for calling such meeting.

F. The public shall be informed of meetings as prescribed by law. Board and/or committee meetings may be closed to the public and declared in executive session in accordance with Oregon's public meetings law when topics involving personnel or other exempt subjects are to be discussed.

G. Participation in meetings may be by telephone, video conference, or any means of communication by which all participants may simultaneously hear each other, provided the notice of such a meeting shall state that the person may participate in such a fashion and describe how any person may notify the appropriate individual of the person's desire to be included in the meeting. A person participating in such a meeting is deemed to be present in person at such meeting. No proxies or alternates may vote at CWP meetings.

Section 2: Voting rights:

A. The Chair will be entitled to a vote on all issues.

B. Each member of the Board of Directors may cast one vote on any question.

C. When an issue presents either an actual or a potential conflict of interest (as defined by Federal or State regulation or by the CWP's Code of Conduct) for a member of the Board of Directors, said member shall disclose the conflict of interest, and shall abstain from discussions and voting on said issue. Such disclosure and abstention shall be noted in the minutes, and shall be in accordance with ORS 244.120, as revised from time to time.

D. Members of the Board of Directors shall act with his/her legal duties of care and loyalty and with the ethical standards and willingness to disclose any wrongful acts in accordance with the whistleblowing policy adopted by the Board of Directors.

Section 3: Quorum:

A motion shall be passed by a majority of Board members voting at a regular or special meeting at which a quorum is present. A quorum shall consist of the majority of the current members of the Board. Board meetings may be held in which one or more or all members participating in the meeting are not present in person, but can communicate by electronic communication. Electronic participation in such meeting shall constitute presence in person at the meeting.

ARTICLE VII.

General Provisions

Section 1: When parliamentary procedures are not covered by these Bylaws, Robert's Rules of Order Revised, shall prevail.

Section 2: Meetings of the corporation or any of its committees shall be open to the public. The corporation and its committees shall operate within the applicable State and Federal laws.

Section 3: Participation in meetings shall be limited to members of the Board of Directors with the following exceptions:

A. Regularly scheduled agenda items that call for reports or participation by non-members;

B. At the discretion of the Chair, comment or other participation by non-members which is relevant or material to the matter under consideration before the group. All CWP meetings shall allow opportunity for public comment.

C. The attorney or the accountant for the corporation.

Section 4: Nothing in these Bylaws shall be construed to take precedence over Federal, State or local laws.

Section 5: Reimbursement of members of the Board of Directors or of other persons as approved by the Board of Directors for necessary travel expenses incurred in the performance of their duties shall be as authorized by the Board of Directors and noted in the meeting minutes.

Section 6: The Chair of the corporation and staff shall be responsible for preparing and distributing the agenda and minutes of meetings. Items not included in the agenda may be submitted to the corporate staff until 5:00 p.m. on the day before a meeting is scheduled so as to be included in a supplemental agenda packet to be distributed at the meeting.

Section 7: The accounting year for the corporation shall be July 1 through June 30.

ARTICLE VIII.

Indemnification

Section 1: Indemnification of Directors. Unless otherwise provided in the articles of incorporation, the corporation shall indemnify any individual made a party to a proceeding because the individual is or was a director of the corporation, against liability incurred in the proceeding, but only if the corporation has authorized the payment in accordance with ORS 65.404 and a determination has been made in accordance with the procedures set forth in ORS 65.404 that the director met the standards of conduct in Sections 1.1-1.2.

1.1 Standard of Conduct. The individual shall demonstrate that:

(1) The individual conducted himself or herself in good faith; and

(2) The individual reasonably believed that the individual's conduct was in the best interests of the corporation, or at least not opposed to its best interests; and

(3) In the case of any criminal proceeding, the individual had no reasonable cause to believe his or her conduct was unlawful.

1.2 No Indemnification Permitted in Certain Circumstances. The corporation shall not indemnify a director under this Section 1:

(1) In connection with a proceeding by or in the right of the corporation in which the director was adjudged liable to the corporation; or

(2) In connection with any other proceeding charging improper personal benefit to the director, whether or not involving action in the director's official capacity, in which the director was adjudged liable on the basis that personal benefit was improperly received by the director.

1.3 Mandatory Indemnification. In addition, unless limited by the articles of incorporation, the corporation shall indemnify a director who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which the director was a party because of being a director of the corporation against reasonable expenses incurred by the director in connection with the proceeding.

Section 2: Advance for Expenses of Directors. Unless otherwise provided in the articles of incorporation, the corporation may pay for or reimburse the reasonable expenses incurred by a director who is a party to a proceeding in advance of final disposition of the proceeding, if:

(1) The director furnishes the corporation a written affirmation of the director's good faith belief that the director has met the standard of conduct described in Section 1;

(2) The director furnishes the corporation a written undertaking, executed personally or on the director's behalf, to repay the advance if it is ultimately determined that the director did not meet the standard of conduct described in Section 1 (which undertaking must be an unlimited general obligation of the director but need not be secured and may be accepted without reference to financial ability to make repayment); and

(3) A determination is made that the facts then known to those making the determination would not preclude indemnification under Section 1 or ORS 65.387-65.414.

Section 3: Indemnification of Officers, Agents, and Employees Who Are Not Directors. Unless otherwise provided in the articles of incorporation, the board of directors may indemnify and advance expenses to any officer, employee, or agent of the corporation, who is not a director of the corporation, to any extent consistent with public policy, as determined by the general or specific action of the board of directors.

Section 4: The Board of Directors have the power to purchase and maintain such fidelity and bond insurance on such officers, directors, staff and on behalf of others to the extent that power to do so has been or may be granted by statute and give other indemnification to the extent not prohibited by statute. Other business and liability insurance as may be deemed prudent may be acquired by the corporation, it being understood that the Oregon Department of Justice has issued an opinion stating that Workforce Investment Boards are, as the case may be, either an agent of the state, an agent of local government, or an instrumentality of local government and within the protections of the Oregon Tort Claims Act. Under that Act, any action taken within the scope of a volunteer board member's duties which results in a tort claim may be taken only against the public body -- not the individual. If the public body is found liable, the amount of damage payable is limited by statute.

ARTICLE IV.

Staff, Agents, Consultant, and Professional Services

Section 1: The corporation may employ staff necessary to carry out the functions and purposes of the corporation. The corporation may appoint an administrator, coordinator, or executive director to be responsible for the selection, general management and supervision of all staff within the confines of the budget as approved by the Board of Directors. That person shall act for the Chair, as delegated, in the day-to-day operation of the corporation.

Section 2: Persons or firms other than officers or directors of the corporation may, from time to time, be engaged or employed to assist the corporation in carrying out its programs and purposes. Any such employment must be by action of the Board of Directors upon terms and conditions, such as appearance at monthly Board meetings to give progress reports, and including payment for services set forth by the Board of Directors.

ARTICLE X.

Contracts, Loans, Checks, Deposits

Section 1: The Board of Directors may authorize an officer or agent to enter into any contract, or execute or deliver any instrument, except instruments or documents relating to loans, in the name of and in behalf of the corporation. Such authority may be general or limited to specific instances.

Section 2: No loans shall be contracted on behalf of the corporation, and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors and signed by the Chair and Secretary of the corporation. Such authority may be general or limited to specific instances.

Section 3: All checks, drafts, or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation shall be signed by such officer, the Administrator, Coordinator, or Executive Director of the corporation, or designated agent, and in such a manner as shall from time to time be determined by resolution of the Board of Directors.

Section 4: The corporation is specifically authorized to establish checking and savings accounts necessary to the transaction of corporate business. All funds of the corporation not otherwise employed shall be deposited from time to time in the name of the corporation in such banks, trust companies or other depositories as the Board of Directors may designate.

ARTICLE XII.

Amendments to Bylaws

These bylaws may be amended or repealed by an affirmative vote of the majority of the current membership of the Board of Directors.

The membership shall be provided notice of the meeting at least seven (7) days in advance. The notice shall specify or summarize the bylaws changes, amendments or repeals to be made at such meeting.

The executive committee shall make the determination regarding "specify" or "summarize" for purposes of notification.

Bylaws are subject to review and approval by the CCBCC.

Attachment B

WORKFORCE INVESTMENT COUNCIL OF CLACKAMAS COUNTY, INC.
~~DBA Clackamas Workforce Partnership (CWP)~~

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An Oregon Public Benefit Corporation

BYLAWS

ARTICLE I.

Section 1: The~~ name of the organization shall be~~ Workforce Investment Council of Clackamas County, Inc. is~~,~~ an Oregon nonprofit corporation~~. WICCO, Inc. is an acronym for "Workforce Investment Council of Clackamas County, Inc."~~ which does business as ~~The~~ the ~~DBA is~~ "Clackamas Workforce Partnership" (CWP). Hereinafter, the Workforce Investment Council of Clackamas County, Inc. shall be referred to as the "CWP."~~All references herein to "the corporation" shall be to~~ ~~WICCO, Inc~~CWP.

Commented [bd1]: John C – Could you help with this section?

Section 2: The CWP~~corporation~~ was organized under Chapter 65 of the Oregon Revised Statutes, and was~~is~~ approved by Clackamas County Board of County Commissioners, (CCBCC).

Section 3: The CWP~~corporation~~ is established to implement workforce ~~investment~~ development programs including the Workforce ~~Investment~~ Innovation and Opportunity Act, hereinafter referred to as WIOA, to represent ~~Region 15~~ (Clackamas County) in Oregon's workforce development system, and to act as a public benefit corporation operated in Oregon for educational and charitable purposes and for the promotion of social welfare in accord with sections 501(c)(3) of the Internal Revenue Code of 1954.

Nominations and appointments to the CWP Board of Directors shall be made in accordance with WIOA~~,~~ Section 107 and any additional State of Oregon or CCBCC requirements.

~~and any other requirements made by the CCBCC.~~ The CWP shall~~process to~~ ensure that its board member actively participate in convening the workforce development system's stakeholders, brokering relationships with a diverse range of employers~~,~~ and leveraging support for workforce development activities.

Section 4: The primary area to be served by the CWP~~corporation~~ shall be~~ all of~~ Clackamas County, Oregon,~~, and all of Oregon through participation of its board members and representatives in the statewide workforce system.~~

Section 5: The official office location and mailing address shall reside within Clackamas County.

ARTICLE II.

Purpose

The CWP's purpose~~purpose of the corporation~~ shall include representing ~~Region 15~~Clackamas County in Oregon's workforce development system,~~ to~~ implementing ~~the Workforce Investment Act~~WIOA and other workforce ~~investment~~ development programs, and to act as an Oregon public benefit corporation operated for educational

and charitable purposes and for the promotion of social welfare in accord with sections 501(c)(3) of the Internal Revenue Code of 1954.

Subject to the foregoing purposes and the requirements of Code Section 501(c)(3), the CWP~~corporation~~ shall have and may exercise all the rights and powers of a nonprofit corporation under the Oregon Nonprofit Corporation Act.

ARTICLE III.

~~WICCO, Inc.,~~CWP Membership

The CWP~~corporation~~ shall have no members or stockholders.

ARTICLE IV.

Board of Directors

Section 1: The affairs of the corporation shall be managed by its Board of Directors, which is the Clackamas County Workforce Development Board appointed in accordance with Article I, Section 3 of these bylaws.~~.~~

~~**Section 2**: The Board of Directors are recommended by the CCBCC in accordance with WIOA. Fifty-one percent (51%) private-sector representatives shall be appointed by the appropriate governments in accordance with their Intergovernmental Agreement. The membership of the Board shall include:~~

~~2. Representatives of business;~~
~~3. Representatives of educational entities;~~
~~4. Labor organizations;~~
~~5. Community-based organizations;~~
~~6. Economic development agencies; and~~
~~7. Each of the One Stop partners; and~~
~~8. May include such other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate.~~

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Section 23: The CWP~~membership of the~~ Board of Directors ~~of the corporation~~ shall serve ~~be appointed or removed,~~ at the pleasure of the Clackamas County Board of County Commissioners. The CWP ~~Members of the~~ Board of Directors are expected to attend all regularly scheduled meetings and shall not delegate their vote to any other individual. Any member who does not attend at least half of the regularly scheduled meetings during any fiscal year may forfeit the office upon review of the CWP Board of Directors. Any member of the Board of Directors may be suspended or expelled from membership on the Board of Directors upon affirmative vote of two-thirds (2/3) of the membership as a recommendation to the CCBCC. If a Director's employment status changes in his/her~~s~~ elected term, a written notification must be sent to the Board of Directors within 30 days of said change. The Director, under approval of the Board of Directors, has 120 days to requalify for a CWP Board position~~for a designated representative as defined in Article IV, Section 2 of the organization's By Laws~~. Failure to requalify will result in removal from the CWP's~~Workforce Development Council's~~ Board of Directors. Nothing in these ~~b~~Bylaws is intended to preclude the possibility of interested members being considered for reappointment after expiration of a term. ~~The process to notify the _____. The membership of the Board of Directors~~

~~of the corporation shall be appointed or removed, at the pleasure of the Clackamas County Board of County Commissioners. Members of the Board of Directors are expected to attend all regularly scheduled meetings and shall not delegate their vote to any other individual. Any member who does not attend at least half of the regularly scheduled meetings during any fiscal year may forfeit the office upon review of the Board of Directors. Any member of the Board of Directors may be suspended or expelled from membership on the Board of Directors upon affirmative vote of two-thirds (2/3) of the membership as a recommendation to the CCBCC. If a Director's employment status changes in his/hers elected term, a written notification must be sent to the Board of Directors within 30 days of said change. The Director, under approval of the Board of Directors, has 120 days to qualify for a designated representative as defined in Article IV, Section 2 of the organization's By Laws. Failure to qualify will result in removal from the Workforce Investment Council's Board of Directors. Nothing in these Bylaws is intended to preclude the possibility of interested members being considered for reappointment after expiration of a term.~~

Section 34: Members of the Board of Directors shall be appointed for a three-year term, with a maximum of three terms with the intention that approximately one-third of the members terms expire each year.

Section 46: To the extent reasonably possible, the membership of the Board shall conform to the requirements of the federal Workforce Innovation and Opportunities Act of 2014 and shall reflect the diversity of the regional workforce.~~To the extent reasonably possible, the membership of the Board shall conform to the requirements of the federal Workforce Investment Act of 1998, and ORS 285A.458 (as amended) and shall reflect the diversity of the regional workforce.~~

Section 56: The Board of Directors shall have the power to create both standing and ad-hoc committees and task forces, the members and chairs of which shall be appointed by the Chair of the Board. The Committee Chairs shall be private-sector members of the Board and may have a co-chair from the public sector.

~~A committee required by federal or state policy shall operate under the federal or state requirements that apply to such committees. If no federal or state operational requirements apply to such a committee, the committee shall operate as prescribed by the Board of Directors.~~

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Section 67: If a board member resigns mid-term, a new member will be appointed ~~by the board and approved~~ by the CCBCC to fulfill the remainder of the term. A partial term does not count as a term when considering the three term maximum.

Section 78: In order to provide historical perspective, at the expiration of term limits, a retiring Board member may choose to continue service to the Board as a "Legacy Member", with approval by the Chair of the Board. Legacy Members may serve on committees, may vote at committee meetings, but would not be eligible to vote at ~~the~~ Board of Director or ~~the~~ Executive Committee meetings.

Section 89: After the~~t~~ expiration of the three-term limits, retired Board members may choose to reapply for an appointment to the Board after a 12 month break in service ~~has passed~~.

~~ARTICLE V.~~

~~Youth Council~~

~~**Section 1:** The Board shall appoint and conduct oversight with respect to the Youth Council (Emerging Workforce Committee). The Board Chair shall appoint one of the members of the youth Council as Council Chair.~~

~~**Section 2:** The Youth Council shall be established as a special committee of the Board and shall include:~~

~~1. Members of the Board with special interest or expertise in youth policy;~~
~~2. Representatives of youth service agencies, including juvenile justice and local law enforcement agencies;~~
~~2. Representatives of local public housing authorities;~~
~~2. Parents of eligible youth seeking assistance under the Corporation's programs;~~
~~2. Individuals, including former participants, and representatives of organizations, that have experience relating to youth activities;~~
~~2. Representatives of the Job Corp, as appropriate; and~~
~~2. May include other individuals.~~

~~**Section 3:** The Youth Council shall have those duties set forth in the Workforce Investment Act.~~

ARTICLE VI.

Officers

Section 1: The CWP Board of Directors ~~of the corporation~~ shall elect officers ~~who shall serve for a period of up to one (1) year immediately following their election~~ at ~~. Officers shall be elected~~ the annual board meeting ~~and the term of office shall coincide with the annual meeting.~~ The annual meeting is ~~defined as~~ the first full Board meeting after the start of the program year. ~~The Board of Directors of the corporation shall elect officers who shall serve for a period of up to one (1) year immediately following their election. The term of office shall coincide with the State program year.~~

Section 2: Officers of the Board of Directors of the corporation shall consist of a Chair, Vice Chair, Secretary, and Treasurer. The officers shall be representatives of the private sector.. Such other officers as may be deemed necessary by the Board of Directors may be appointed from time to time.

Section 3:

The elected officers and the immediate Past Chair of the Board of Directors, at least four (4) members of the Board, shall constitute the Executive Committee of the Board of Directors.

The Board of Directors may delegate to the Executive Committee or to the Chair alone such duties and responsibilities as may be deemed necessary from time to time to carry out CWP~~the~~ activit**es**.~~ies of the corporation~~. The activities and decisions of the Executive Committee shall be regularly reported to the Board of Directors by the Chair, and the minutes of all Executive Committee meetings shall be provided to the Board. ~~Decision-making authority of Executive Committee must be given by the full board for each activity, duty, and responsibility identified and shall be reflected in the meeting minutes.~~

The Board has the power to fill officer vacancies at any regular meetings and individuals **so** selected will serve until the annual meeting.

~~The elected officers and the immediate Past Chair of the Board of Directors plus at least five (5) private sector members of the Board shall constitute the Executive Committee of the Board of Directors.~~

~~The Board of Directors may delegate to the Executive Committee or to the Chair alone such duties and responsibilities as may be deemed necessary from time to time to carry out the activities of the corporation. The activities and decisions of the Executive Committee shall be regularly reported to the Board of Directors by the Chair, and the minutes of all Executive Committee meetings shall be provided to the Board. Decision making authority of Executive Committee must be given by the full board for each activity, duty, and responsibility identified and shall be reflected in the meeting minutes.~~

Section 4: The Chair is the Chief Executive Officer of the corporation and shall generally control and supervise all of the business and affairs of the CWP ~~corporation~~. The duties of the Chair shall be to preside at all meetings of the corporation, to appoint committees and their chairpersons as needed, and to generally perform all duties incident to the office of Chair.

Section 5: The duties of the Vice Chair shall be to perform the duties of the Chair in the absence of the Chair, and to perform such other duties and responsibilities as are set by the Board of Directors, or the Chair.

Section 6: ~~The duties of~~ the Secretary of the corporation shall be ~~to be~~ responsible for the maintenance of CWP~~the~~ records, ~~of the corporation, including the assurance that minutes of any meeting of the Board of Directors or its committees are prepared and available,~~ to review all minutes of the meetings, and to perform such other duties assigned by the Board of Directors, or the Chair.

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Section 7: The duties of the Treasurer shall be established by the Board of Directors, or the Chair, and shall generally include governance of all funds held in the name of and managed by the CWP, ~~WICCO, Inc.,~~ and reporting monthly ~~to the Board of Directors~~ on the financial status of the corporation and the budget status of programs and services, ~~being implemented pursuant to the Local Unified Workforce Plan.~~

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Section 8: Documents to be signed by the corporation are binding when signed by the Chair and any one of the following officers: Vice Chair, Secretary or Treasurer, at the direction of the Board of Directors. The Board of Directors may approve such other signatories as may be necessary.

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ARTICLE VII.

Meeting Procedure, Voting Rights, and Quorum

Section 1: Meeting Procedures:

A. The corporation shall hold regular meetings as necessary, but no less than four (4) per program year, to conduct business at a time and place determined by the Chair.

B. Notice of all meetings of the corporation shall be given at least seven (7) days previous thereto by communication mailed by first class mail, sent electronically, by facsimile, or delivered personally to each member.

C. The corporation's committees shall meet at the call of the Chair or the chair of such committee.

D. Minutes shall be kept of all meetings required by Public Meeting Law and shall be available at the offices of the Corporation for anyone who requests to see them.

Minutes of meetings of the Board of Directors and Executive Committee shall be reviewed and approved at the subsequent meeting of the corporation's Board of Directors or Executive Committee. Minutes of committee meetings shall be approved by the Chair or Acting Chair of the committee and mailed, e-mailed, or faxed to the Board Members and interested persons as appropriate or as may be requested.

E. Special meetings of the corporation may be called at any time by the Chair or by a petition signed by not less than 25% of the members of the Board of Directors, setting forth therein the reason for calling such meeting.

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F. The public shall be informed of meetings as prescribed by law. Board and/or committee meetings may be closed to the public and declared in executive session in accordance with Oregon's public meetings law when topics involving personnel or other exempt subjects are to be discussed.

G. Participation in meetings may be by telephone, video conference, or any means of communication by which all participants may simultaneously hear each other, provided the notice of such a meeting shall state that the person may participate in such a fashion and describe how any person may notify the appropriate individual of the person's desire to be included in the meeting. A person participating in such a meeting is deemed to be present in person at such meeting. No proxies or alternates may vote at CWP meetings~~will be permitted for voting~~.

Section 2: Voting rights:

A. The Chair will be entitled to a vote on all issues.

B. Each member of the Board of Directors may cast one vote on any question.

C. When an issue presents either an actual or a potential conflict of interest (as defined by Federal or State regulation or by the CWP's Code of Conduct) for a member of the Board of Directors, said member shall disclose the conflict of interest, and shall abstain from discussions and voting on said issue. Such disclosure and abstention shall be noted in the minutes, and shall be in accordance with ORS 244.120, as revised from time to time.~~.~~

~~D. If federal or state policy requires a committee or task force, federal or state voting requirements that conflict with the requirements of subsections A to C of this section shall govern committee or task force voting."~~

D~~E~~. Members of the Board of Directors shall act with his/her legal duties of care and loyalty and with the ethical standards and willingness to disclose any wrongful acts in accordance with the whistleblowing policy adopted by the Board of Directors.

Section 3: Quorum:

A motion shall be passed by a majority of Board members voting at a regular or special meeting at which a quorum is present. A quorum shall consist of the majority of the current members of the Board. Board meetings may be held in which one or more or all members participating in the meeting are not present in person, but can communicate by electronic communication. Electronic participation in such meeting shall constitute presence in person at the meeting.

~~ARTICLE VIII.~~

~~Amendments to Bylaws~~

~~These Bylaws may be amended or repealed or a new Bylaw may be enacted by an affirmative vote of two-thirds (2/3) of the current membership of the Board of Directors of the Corporation.~~

~~The membership shall be provided notice of the meeting at least seven (7) days in advance. The notice shall specify or summarize the changes, amendments or repeals to be made at such meeting.~~

~~The executive committee shall make the determination regarding "specify" or "summarize" for purposes of notification.~~

ARTICLE VIII~~IX.~~

General Provisions

Section 1: When parliamentary procedures are not covered by these Bylaws, Robert's Rules of Order Revised, shall prevail.

Section 2: Meetings of the corporation or any of its committees shall be open to the public. The corporation and its committees shall operate within the applicable State and Federal laws.

Section 3: Participation in meetings shall be limited to members of the Board of Directors with the following exceptions:

A. Regularly scheduled agenda items that call for reports or participation by non-members;

B. At the discretion of the Chair, comment or other participation by non-members which is relevant or material to the matter under consideration before the group. All CWP meetiungs shall allow opportunity for public comment;

C. The attorney or the accountant for the corporation.

Section 4: Nothing in these Bylaws shall be construed to take precedence over Federal, State or local laws.

Section 5: Reimbursement of members of the Board of Directors or of other persons as approved by the Board of Directors for necessary travel expenses incurred in the performance of their duties shall be as authorized by the Board of Directors and noted in the meeting minutes.

Section 6: The Chair of the corporation and staff shall be responsible for preparing and distributing the agenda and minutes of meetings. Items not included in the agenda may be submitted to the corporate staff until 5:00 p.m. on the day before a meeting is scheduled so as to be included in a supplemental agenda packet to be distributed at the meeting.

Section 7: The accounting year for the corporation shall be ~~set as~~ July 1 through June 30. ~~This change shall be effective July 1, 2005.~~

ARTICLE VIII~~X~~.

Indemnification

Section 1: Indemnification of Directors. Unless otherwise provided in the articles of incorporation, the corporation shall indemnify any individual made a party to a proceeding because the individual is or was a director of the corporation, against liability incurred in the proceeding, but only if the corporation has authorized the payment in accordance with ORS 65.404 and a determination has been made in accordance with the procedures set forth in ORS 65.404 that the director met the standards of conduct in Sections 1.1-1.2.

1.1 Standard of Conduct. The individual shall demonstrate that:

(1) The individual conducted himself or herself in good faith; and

(2) The individual reasonably believed that the individual's conduct was in the best interests of the corporation, or at least not opposed to its best interests; and

(3) In the case of any criminal proceeding, the individual had no reasonable cause to believe his or her conduct was unlawful.

1.2 No Indemnification Permitted in Certain Circumstances. The corporation shall not indemnify a director under this Section 1:

(1) In connection with a proceeding by or in the right of the corporation in which the director was adjudged liable to the corporation; or

(2) In connection with any other proceeding charging improper personal benefit to the director, whether or not involving action in the director's official capacity, in which the director was adjudged liable on the basis that personal benefit was improperly received by the director.

1.3 Mandatory Indemnification. In addition, unless limited by the articles of incorporation, the corporation shall indemnify a director who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which the director was a party because of being a director of the corporation against reasonable expenses incurred by the director in connection with the proceeding.

Section 2: Advance for Expenses of Directors. Unless otherwise provided in the articles of incorporation, the corporation may pay for or reimburse the reasonable expenses incurred by a director who is a party to a proceeding in advance of final disposition of the proceeding, if:

(1) The director furnishes the corporation a written affirmation of the director's good faith belief that the director has met the standard of conduct described in Section 1;

(2) The director furnishes the corporation a written undertaking, executed personally or on the director's behalf, to repay the advance if it is ultimately determined that the director did not meet the standard of conduct described in Section 1 (which undertaking must be an unlimited general obligation of the director but need not be secured and may be accepted without reference to financial ability to make repayment); and

(3) A determination is made that the facts then known to those making the determination would not preclude indemnification under Section 1 or ORS 65.387-65.414.

Section 3: Indemnification of Officers, Agents, and Employees Who Are Not Directors. Unless otherwise provided in the articles of incorporation, the board of directors may indemnify and advance expenses to any officer, employee, or agent of the corporation, who is not a director of the corporation, to any extent consistent with public policy, as determined by the general or specific action of the board of directors.

Section 4: The Board of Directors have the power to purchase and maintain such fidelity and bond insurance on such officers, directors, staff and on behalf of others to the extent that power to do so has been or may be granted by statute and give other indemnification to the extent not prohibited by statute. Other business and liability insurance as may be deemed prudent may be acquired by the corporation, it being understood that the Oregon Department of Justice has issued an opinion stating that Workforce Investment Boards are, as the case may be, either an agent of the state, an agent of local government, or an instrumentality of local government and within the protections of the Oregon Tort Claims Act. Under that Act, any action taken within the scope of a volunteer board member's duties which results in a tort claim may be taken only against the public body -- not the individual. If the public body is found liable, the amount of damage payable is limited by statute.

ARTICLE ~~XIII~~IV.

Staff, Agents, Consultant, and Professional Services

Section 1: The corporation may employ staff necessary to carry out the functions and purposes of the corporation. The corporation may appoint an administrator, coordinator, or executive director to be responsible for the selection, general management and supervision of all staff within the confines of the budget as approved by the Board of Directors. That person shall act for the Chair, as delegated, in the day-to-day operation of the corporation.

Section 2: Persons or firms other than officers or directors of the corporation may, from time to time, be engaged or employed to assist the corporation in carrying out its programs and purposes. Any such employment must be by action of the Board of Directors upon

terms and conditions, such as appearance at monthly Board meetings to give progress reports, and including payment for services set forth by the Board of Directors.

ARTICLE XII.

Contracts, Loans, Checks, Deposits

Section 1: The Board of Directors may authorize an officer or agent to enter into any contract, or execute or deliver any instrument, except instruments or documents relating to loans, in the name of and in behalf of the corporation. Such authority may be general or limited to specific instances.

Section 2: No loans shall be contracted on behalf of the corporation, and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors and signed by the Chair and Secretary of the corporation. Such authority may be general or limited to specific instances.

Section 3: All checks, drafts, or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation shall be signed by such officer, the Administrator, Coordinator, or Executive Director of the corporation, or designated agent, and in such a manner as shall from time to time be determined by resolution of the Board of Directors.

Section 4: The corporation is specifically authorized to establish checking and savings accounts necessary to the transaction of corporate business. All funds of the corporation not otherwise employed shall be deposited from time to time in the name of the corporation in such banks, trust companies or other depositories as the Board of Directors may designate.

ARTICLE XIII.

Amendments to Bylaws

These b~~B~~ylaws may be amended or repealed ~~or a new Bylaw may be enacted~~ by an affirmative vote of the majority of the current membership of the Board of Directors ~~of the Corporation~~.

The membership shall be provided notice of the meeting at least seven (7) days in advance. The notice shall specify or summarize the **bylaws** changes, amendments or repeals to be made at such meeting.

The executive committee shall make the determination regarding "specify" or "summarize" for purposes of notification.

Bylaws are subject to review and approval by the CCBCC.

~~**Enactment Agreement**~~

~~These Bylaws shall become effective immediately upon the approval by a two-thirds (2/3) majority vote of the current members of the Board of Directors voting thereon in accordance with Article VI, Section 3 of these Bylaws.~~

Attachment C

Board Membership - WIOA

COMPOSITION.—Such criteria shall require that, at a minimum—

(A) a majority of the members of each local board shall be representatives of business in the local area, who—

(i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority;

(ii) represent businesses, including small businesses, or organizations representing businesses described in this clause, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area; and

(iii) are appointed from among individuals nominated by local business organizations and business trade associations;

(B) not less than 20 percent of the members of each local board shall be representatives of the workforce within the local area, who—

(i) shall include representatives of labor organizations (for a local area in which employees are represented by labor organizations), who have been nominated by local labor federations, or (for a local area in which no employees are represented by such organizations) other representatives of employees;

(ii) shall include a representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area, if such a program exists;

(iii) may include representatives of community based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities; and

(iv) may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth;

(C) each local board shall include representatives of entities administering education and training activities in the local area, who—

(i) shall include a representative of eligible providers administering adult education and literacy activities under title II;

(ii) shall include a representative of institutions of higher education providing workforce investment activities (including community colleges);

(iii) may include representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment;

(D) each local board shall include representatives of governmental and economic and community development entities serving the local area, who—

(i) shall include a representative of economic and community development entities;

(ii) shall include an appropriate representative from the State employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area;

(iii) shall include an appropriate representative of the programs carried out under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of that title (29 U.S.C. 732, 741), serving the local area;

(iv) may include representatives of agencies or entities administering programs serving the local area relating to transportation, housing, and public assistance; and

(v) may include representatives of philanthropic organizations serving the local area; and

(E) each local board may include such other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate.

CHAIRPERSON.—The members of the local board shall elect a chairperson for the local board from among the representatives described in paragraph (2)(A).

Attachment D

Workforce Investment Council - Board Member Categories Spreadsheet

last updated 6/24/15

Category
A - Majority Local Business Representatives (>50%)
B - Local Workforce - Labor and apprenticeship required; CBOs and other youth-related organizations optional (20% min)
C - Education and Training - Title II and higher education required; local education and CBOs helping barriered indviduals
D - Government, Economic, and Community Development - Eco/Dev, Wagner-Peyser, and Voc Rehab required; philanthropic and others optional
E - Others as determined by chief elected official

Last Name	First Name	Category
Andreasen	Selene	A
Bell	Kathleen	A
Burns	Vickie	B
Crooks	Alex	A
Cunningham	Warren	B
Didway	Larry	C
Foster	Patrick	D
Freeman	Kim	D
Green	David	A
Hagen	Cindy	D
Harris	Joseph	B
Hugo	Julie	A
Irvine	Tina	A
Johnson	Cheri	A
Johnson	Maurita	D
Jones	Don	A
Lund	Peter	A
Parker	Dan	A
Petersen	Gary	A
Pickle	Steve	B
Riddle	Tom	A
Scheuermann	Jed	A
Schrader	Martha	E
Truesdell	Joanne	C
Vaughn	Dennis	A
Wall	Frank	B
Wells	Mike	A
Wells	John	A

Category Totals	
A-	16
B-	5
C-	2
D-	4
E-	1
Total	28

Attachment E

NORTHWEST OREGON LABOR COUNCIL

9955 SE Washington St., Ste. 305
Portland, OR 97216-2453
(503) 235-9444
Fax (503) 233-8259
officemgr@nwolc.org

Serving: Multnomah, Washington, Clackamas & Columbia Counties

AFL ■ CIO

BOB TACKETT
Executive Secretary-Treasurer

June 10, 2015

BOARD OF COMMISSIONERS
BOARD OF COMMISSIONERS
JUN 15 2015
MS

Ms. Martha Schrader, Commissioner
Clackamas County
2051 Kaen Road
Oregon City, Oregon 97045

Dear Commissioner Schrader:

The Northwest Oregon Labor Council, AFL-CIO is aware that the new Workforce Innovation and Opportunity Act (WIOA) will take effect July 1, 2015. As you might know, the AFL-CIO actively supported the legislation. We are fully committed to help achieve the WIOA goals of a revitalized workforce development system that supports a high-road and high-wage economy in our area.

I am writing to inform you of our intent to nominate labor representatives to the Local Workforce Development Board. WIOA requires that the Local Workforce Development Board be composed of a minimum of 19 persons, with 20% of the membership drawn from the workforce category to ensure that the interests of workers are a central part of the new WIOA system.

Currently WICCO's Board includes Vickie Burns, Steve Pickle and Joe Harris. I understand that Frank Wall has one year left in his term and at the request of the Labor Reps on the WICCO Board I agree with the request to have him serve out his term in the capacity that he now fills, meeting the requirement of four individuals on the board. Once Frank's term is expired the assumption is Joe will fill the joint apprenticeship position and a labor person from the Health Care Industry will be selected as the fourth individual from Labor.

As required by WIOA, the Northwest Oregon Labor Council nominates Vickie Burns, Steve Pickle and Joe Harris as the labor organization representatives for membership on the Clackamas County WICCO Board, with Frank Wall filling the joint apprenticeship representative position.

If you or your staff would like to discuss these issues, you may contact me. We look forward to being an active partner with you and the Local Board to promote and implement a high-road workforce development agenda that focuses on accountability, innovation, job quality, skills and shared prosperity.

Sincerely,

Bob Tackett
Executive Secretary Treasurer
NW Oregon Labor Council, AFL-CIO
9955 SE Washington St. #305
Portland, OR 97216
503-235-9444 (office) 503-936-8625 (cell)

cc: AFL-CIO Secretary-Treasurer Elizabeth Shuler
WICCO Executive Director Bridget Dazey

BT/kc
opeiu#11aficio

Attachment F

northclackamas
chamber of commerce

Serving the North Clackamas Region Since 1955

A Member-Driven Organization Committed to a Vibrant Business Environment

June 18, 2015

Bridget Dazey
Workforce Investment Council of Clackamas County
365 Warner Milne Rd, Suite 202
Oregon City, OR 97045

Dear Ms. Dazey and Members of the Board,

This letter is to confirm that the North Clackamas Chamber of Commerce has had the opportunity to work very closely with a number of business and community members, and we are pleased to recommend the Board members listed below for the continuation of their existing terms on the Board for Workforce Investment Council of Clackamas County. Please accept this letter of support for the appointment of:

Board Member	Business/Employer	Appointment Date	Term Expires
Dan Parker	Marks Metal Technologies	7/1/2009	6/30/2018
Alex Crooks	Crooks & Company	7/1/2012	6/30/2018
Dennis Vaughn	Bob's Red Mill	7/1/2009	6/30/2018
Mike Wells	The Cedars Companies	7/1/2007	6/30/2016
Cheri Johnson	Legacy Health	7/1/2013	6/30/2016
Tina Irvine	Express Professionals	7/1/2013	6/30/2016
Julie Hugo	Blount International	1/1/2011	12/30/2016
Gary Petersen	Kaiser Sunnyside Hosp.	1/1/2011	12/30/2016
Tom Riddle	Portland General Elect.	11/12/2014	11/11/2017
Peter Lund	Super Genius Studios	11/12/2014	11/11/2017
Selene Andreasen	Willamette View	2/4/2015	2/3/2018
David Green	Citizens Bank	2/4/2015	2/3/2018
Don Jones	JVNW	2/4/2015	2/3/2018
John Wells	Dave's Killer Bread	2/4/2015	2/3/2018
Kathie Bell	Unified Grocers	2/4/2015	2/3/2018
Jed Scheuermann	IAPMO Group	7/1/2009	6/30/2018

The North Clackamas Chamber of Commerce looks forward to continuing to work with Workforce Investment Council of Clackamas County and these Board members. It is with pleasure we support these appointments.

Sincerely,

Laura Edmonds
President & CEO

North Clackamas County Chamber of Commerce
7740 SE Harmony Road Milwaukie, OR 97222 • TEL 503.654.7777 • FAX 503.653.9515
info@yourchamber.com • www.yourchamber.com

Attachment G

USDA United States Department of Agriculture | Forest Service | Timber Lake Civilian Conservation Center 59868 E. Hwy 224 Estacada, OR 97023 | Phone (503) 834-2291 FAX (503) 834-2333

June 24, 2015

Workforce Investment Council of Clackamas County
365 Warner Milne Road, #202
Oregon City, OR 97045

Attention: Bridget Dazey, Executive Director

Dear Bridget:

This letter is to confirm that I have had the opportunity to work closely with Warren Cunningham as a representative of the Job Corps program. I am pleased to recommend him for continuation of his existing term on the Board for Workforce Investment Council. Please accept this letter of support on behalf of Timber Lake Job Corps.

Your support of this recommendation is appreciated.

Respectfully,

/s/ Marilyn D. McGraw (for)
SCOTT T. PALMER
Acting Center Director