

FEATHER RIVER RAIL SOCIETY

DATE: December 2024
ITEM: Director Report
FROM: Eugene Vicknair

PLANNING MEETING

In talking with Greg Elems, he would like us to have another strategy planning meeting. We did these for a few years before COVID. At these meetings we would decide priorities for mechanical restoration, facilities improvements, events, store improvements, etc. Usually we plan short, medium and long term goals with short being 1-2 years. These priorities and decisions are then placed into a business plan for guiding museum operations.

Proposed to have this meeting in late January or early February in Reno. We need to identify a location and time / date. I would like a decision from the Board at this meeting.

SEXUAL HARASSMENT TRAINING

After it was pointed out at the November meeting that this is something we need to address, I did much research into the subject and discussed with our legal counsel. The following has been determined:

There is an employee threshold of 5 for requiring SH training. This number includes not only regular employees, but also any person receiving a W-2, certain contract workers and volunteers. Therefore our threshold is easily met when we account for volunteers and RAL engineers.

However, we are not required to hold SH training for anyone other than our regular employees. As of January 2025, that will just mean Ann Cary and Jackie Habeck. We can get free SH training through the California Civil Rights office and I am working on how to get that set up. It appears that the training takes about one hour and can be done on-line or via conference call. I am working on the details and will report back as soon as possible and get this set up.

While we are not required to hold state compliant SH training for our volunteers, our legal counsel did suggest that we do incorporate some SH training into our volunteer / operations training sessions.