

RFC - What's Cookin' bylaws

version 0.0002 - request for comments only, not validated/binding

Motivation

- 1 - respect work-based ownership
- 2 - resist takeover strategies of outside actors
- 3 - maintain core principles
 - mutual benefit
 - respecting users' intentions
 - being driven by our and our users core values rather than necessarily maximizing profitability
 - full transparency
- 4 - minimize control, micromanagement and overhead

How - Overview/Principles

Day to day decisions should be made quickly by team leads w/o being blocked by excessive procedures/approvals

all decisions should have maximum transparency and opportunity for public feedback (without delaying the actual decision)

corrective mechanisms and occasional 'vote of confidence' or choices of leadership should occur with a work-based voting system

board of directors should have some kind of check and balance role, likely a veto power over the vote but not the ability to choose or nominate leadership. maybe non-binding recommendations and can be overridden by a supermajority vote of some kind

How - Specific Implementation

execs are different from leads in that they can

- add/remove people from the system

- approve hours and set equity-salary levels
- propose high-level plans ie overall budgets
- are subject to yearly vote of confidence

active team members weighted vote

- majority needed to approve quarterly budgets and exec changes
- board of directories can veto a vote, but cannot enforce a specific decision
- 3/4 weighted vote can override a board veto
- 60% weighted vote needed for bylaw changes (make this harder?)
- changes on liquidity decisions require same standard as for liquidation

Votes should have email notification to the email originally recorded in slicingpie

- bindingvotes (vote of confidence, changes to executive team) must have 7 day notice + min 24 hr voting period
- nonbinding votes may occur at any time
- any exec or any group with > 10% total slices may call for a vote

percentages are of the people who show up to vote, not of the total

Dividends/profit sharing must go to both active and inactive members in proportion to slices (so previous work counts too in terms of payouts, even though inactive members do not vote on decisions)

Voting power is by slices but active members (having contributed approved hours w/in last 90 days) vote at 100%

Inactive members vote at 50%

Norms - generally

Feedback should occur frequently

Votes should occur infrequently - normally 1/quarter at most

Need to add - dates for vote of confidence, registry of emails, registry of contributions (for now), intention to create DAO rep tokens for contributions in future

intention to add investor token voting - what for? on budgets?

And also creator/user voting - what for?

Any liquidity decision would need board + 75% weighted + 50% majority approval