Proposal for a Restructuring WG preceeded by Compensation Task Force

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Redline edits incorporate feedback from Jim and Fabi; comment marks feedback from Alison

**Proposal: A Restructuring WG preceeded by Compensation Task Force.** The Compensation Task Force would have the sole task of developing a pilot compensation mechanism that will be prepared for and piloted by the Restructuring Working Group (i.e., Compensation Recommendation #5 will be pulled out of the compensation set of recommendations to be dealt with first). Compensation recommendations #1-4, and any remaining compensation recommendation #5 tasks beyond the pilot compensation mechanism, would be scoped into the Restructuring Working Group. The following is a visual representation of this proposal.



Process:

1. Soon after 4/12 Full CAEECC meeting, CAEECC would release an RFI (request for interest) to both CAEECC Members and other organizations and individuals, ascertaining the following 3 things:
	1. Whether the organization or individual would be interested in participating in a new Restructuring WG (based on the CDEI WG Report)
	2. Whether the organization or individual would likely need compensation in order to participate in the Restructuring WG (yes, no, maybe plus comments)
	3. Whether they would be interested in participating in a Compensation Task Force that would precede the full launch of the Restructuring WG to determine whether funds could be arranged to cover participation of organizations in need of funding for the Restructuring WG.
2. The Compensation Task Force would use the CDEI WG report to deveop its charge, rather than seek formal approval from the Full CAEECC
3. Once funding is secured for eligible participants in the Restructuring WG, there would then be a more formal application process to participate in the Restructuring WG
4. The first task of the Restructuring WG will be to develop a full prospectus for the WG based on the CDEI WG Report.

This proposal attempts to solve for the following issues:

1. There is no current process to compensate eligible stakeholders for meaningful participation in CAEECC related meetings and activities.
	1. The Restructuring Working Group will have compensation for eligible stakeholders in order to be an inclusive and accessible working group for stakeholders who are not already engaged in CAEECC meetings and activities. There needs to be a clear timeline for the Compensation Task Force as it is a critical path activity for launching the Restructuring WG, but it also shouldn’t cause excessive delays in the WG’s commencement. It is envisioned that the Compensation Task Force’s work may take approximately 6 months to complete; the CDEI WG report proposes the compensation pilot be established by 9/1/2022.
2. The Restructuring WG will also need to address the broader/longer-term compensation matters.

Advantages:

* Distinct, short term Task Force to be launched on a shorter timeline
* Allows for work on a pilot compensation concept to commence without fleshing out the full Restructuring WG Prospectus
* The Compensation Task Force prospectus (or workplan) would be solely focused on solving the challenge of compensating eligible organizations and individuals
* Would get an initial showing of interest for the Restructuring WG including who might need compensation to help inform the work of the Compensation Task Forces
* The Compensation Task Force would be established prior to drafting the Restructuring WG Prospectus, which
* Spreads out the workload
* Aallows for the Restructuring Prospectus to be co-created with WG Members

Drawbacks:

* The Compensation Task Force members would not be compensated
* Potentially small increase in workload to do an initial RFI before the Compensation Task Force convenes, followed by full recruitment for Restructuring WG membership after the Task Force; rather than just doing full recruitment without an RFI.
* Slower implementation timeline