

Rose City Yacht Club
Work Hour Requirements for
1st and 2nd Halves of Each Year

Gary Brown – Vice Commodore

January 2023

Annual Work Hour Requirement

- Minimum of 16 work hours per membership is required annually.
 - Minimum of 8 work hours is required in the first half of the year
 - Any exceptions need Board pre-approval
 - Question on how many work hours are required in the 2nd half of each year
 - Is there a minimum requirement of 8 hours in the 2nd half of year?
- OR
- Are work hours totaled for the entire year with no minimum specified for the 2nd half of year?

Work Hours are approved by authorized Officers, Directors or Leads overseeing the work

Resolving the question of 2nd half Work Hours

1. Seek membership feedback on the 2 options
2. Board will consider the feedback and decide next steps to clarify the policy

Option Trade-Offs

Option	Work Hour Requirements	Pros	Cons
A	<ul style="list-style-type: none"> At least 16 hours required for the year with a minimum of 8 hours performed in the 1st half of year <p>(Eg: Okay to work 10 hours in 1st half and 6 hours in 2nd half to meet the 16-hour minimum annual requirement)</p>	<ul style="list-style-type: none"> Easier to manage and gives more flexibility to members Encourages >8 hrs of work in 1st half of year 	<ul style="list-style-type: none"> Concern that many will do all their work in the 1st half and there may not be enough help for 2nd half activities
B	<ul style="list-style-type: none"> Minimum of 8 hours is required in 1st half of year. AND.. Minimum of 8 hours is required in 2nd half of year <p>(Eg: If 10 hours is worked in 1st half, 8 of these hours count toward the annual requirement and at least 8 hours are still required in the 2nd half.)</p>	<ul style="list-style-type: none"> Spreads work hours over the year Ensures there is enough help in 2nd half of the year 	<ul style="list-style-type: none"> Work >8 hours in 1st half of the year does not “count” toward yearly 16 hour. Less flexibility for members

A Survey will be sent to members to solicit their Option preference

Backup – For Reference Only

- The goal is to set a policy going forward, not to try and reconstruct history to sort out the various conflicting documentation.

Definition of 1st and 2nd Half of Year

- 1st Half of year - December 11 of previous year through June 10
- 2nd Half of year - June 11 through December 10