

RCYC Work Hour Requirements
Gary Brown – Feb 2023 Board meeting

Proposal:

I move that the RCYC Work Hour Requirements be stated simply as:

Each membership shall perform a minimum of sixteen (16) work hours each year, with at least eight (8) hours performed in the first half of the year.

How to communicate this policy:

1. Bylaws
 - a. No wording changes are necessary as the present wording is consistent with this proposal.
2. General Rules
 - a. Presently there are no general rules with regard to Work Hours. It is proposed that a new rule (#13) is added to the General Rules as follows:

“13. Each membership shall perform a minimum of sixteen (16) work hours each year, with at least eight (8) hours performed in the first half of the year.”
3. Standard Operating Procedures
 - a. No wording changes are necessary to the 2022 Work Hour SOP as the present wording is consistent with this proposal.
4. Membership Application
 - a. Needs modification to include the proposed wording above. There will not be a requirement to work some minimum numbers of hours in the 2nd half beyond the present 16-hour annual requirement.
5. Upon approval of this proposal by the Board, the policy will immediately go into effect for 2023. There is no need to ratify by a membership vote as we are not changing the number of annual work hours (that would require a membership vote per Bylaws.)

Reasoning:

1. This policy is simple to understand and is consistent with how the club has been operating for many years.
2. The policy gives members some flexibility. At the same time, it assumes that club members are reasonable and understand that the club needs work performed

throughout the entire year.

3. The 8 hour minimum requirement for the 1st half of the year encourages procrastinators from trying to finish all their work hours at the end of the year, putting pressure on club leaders to find them enough meaningful work.
4. Members know that the club requires many more hours beyond minimum requirements to keep the club operating. The club leadership applauds those that volunteer to serve above and beyond their minimum duty.
5. Requests for exceptions may be brought to the Board, ahead of any deadlines, for approval.
6. Most members prefer that this be the policy. Recent poll shows 71% in favor. Comments from that poll are in the attached document.

In the end, it is the Board's decision to implement what is best for the club.

As Vice Commodore for 2023, this proposed policy is what I recommend and what I believe to be best for the club.