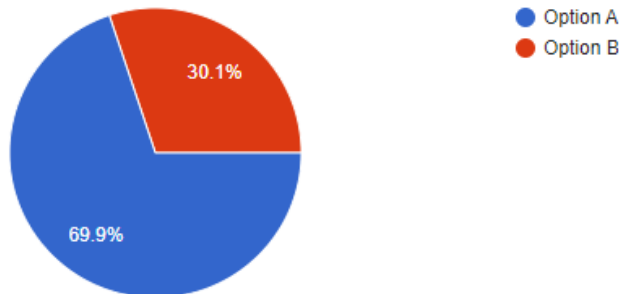


Work Hour Policy Survey Results

Feb 1, 2023

Do you prefer that the club use option A or option B?

93 responses



Option	Work Hour Requirements
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>
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>

Comments (optional) 29 responses

With the huge response in hours, it seems that a blanket 16/year obtained in any time frame would work. Just sayin

I have been a club member for twenty-five years. During my early years, there was only a requirement to serve twelve hours per year, with no requirement for half of the hours to be served during the first six months. That caused a problem, as members put off working their hours till late in the year. That's why the rules were changed, requiring at least half their hours be worked in the first half. There was never a problem finding people to work during the second half, and no minimum requirement for members to work half their hours during the second half. If you require members to work eight hours in each half, Some members who work more than their required hours might limit the hours they work during the first half because they would be penalized by not letting the extra hours count toward their sixteen hour requirement. Also, members who take extended vacations would be limited as to when they would be able to complete their work hours. They would have to ask the Board's permission to work their hours differently than others, taking up valuable Board time while the request is considered.

It's not a matter of "flexibility" for members it's a matter of what the club needs to maintain the facilities. To do that we need work spread out over the year not just in one half. There could be wording added that the Board could grant waivers for needed large projects like the patio cover or rebuilding the breakwater and dredging. Choice A is the method I thought that we were using, since I joined in the 90's. I believe that most members have a similar understanding. And, having a member work a lot of hours in the first half and then get penalized for not working enough in the second half would be draconian. In the past I have dredged quite a few hours in January and February, and was not alone in that. Note that one reason that Toby was pushed beyond his limits as Work Chair, was being pressured by some members at the last work party date to FIND work for slackers who chose not to do their hours a lot sooner. He should have politely and immediately referred them to the Board, but is too nice a guy sometimes. I told the Work Chair to refer any such complaints/demands directly to me, if someone was demanding hours to avoid penalty in the fall.

I think we should let club members have as much freedom as possible to schedule their annual work hour requirement. Having a 8 hour requirement in each half of the year feels almost demeaning - almost like club

members are valued more for their work hours than for their fellowship. We should make a conscious effort to avoid becoming a cheap moorage that focuses on enforcing work hours.

We need to guarantee that we have people available for our fall work parties. These hours can accumulate anytime after June and that should not be a burden on anyone. It also doesn't hurt to do more than the required 16 hours per year.

Exceptions with board approval.

I was unaware there was a minimum requirement of 8 hours in the first half of the year. I am a clubhouse steward in the second half of the year and work the dredge crew. All of my hours (beyond the 16 hour minimum) have always been in the second half. If I am required to complete 8 hours in the first half of the year, I may be less incentivized to be a steward AND work on the dredge crew. I like the flexibility of Option A, and I think many members do as well. From the research, it looks like club members are far exceeding their minimum work hour requirement by thousands of hours. While I understand there needs to be a clarification of the policy, rigidity may possibly change that generosity of spirit.

I thought we were operating under option B until that board meeting where the distinction was made. Neither option but the survey forces me to make a choice in order to submit comments. So, I am choosing option A as I think it is the worst one... As I mention at the monthly meeting, I suggested a third option to consider. Provide partial credit up to a maximum for hours worked in the first half. Example- Someone works 16 or more hours in the first half. Say the terms the board decides are 25% credit up to 2 hours maximum credit would provide 10 hours total in first half. This is just a suggested formula with the board deciding the actual formula. It is a compromise of both option A & B. Personally, I don't care whatever the outcome, but I think this provides the fairest outcome. It would have been a better survey if the members had been given this as an option also to consider and provide their input, just saying...

Option A has been "unofficial" policy forever, probably because it works. There seem to be more "get ready for Summer" work to do in the Spring than "get ready for Winter" work in the Fall. How about an "official" 2-year survey to carefully monitor "get ready for Summer" chores (as opposed to special projects) in the Spring and the actual hours needed to complete them and compare that to a similar "get ready for Winter" monitoring in the Fall. We would be closer to a data-based decision.

We have approximately 20 members (if I remember Pam correctly) who continue to have a hard time completing their work hours for one reason or another. If 129 members are required to do hours and 20 are not getting their hours done, that equals 15% which is pretty high when you look at it that way. Having a requirement to do 8 hours in each half of the year MAY help with a few of these folks. Getting all of the documentation to reflect this is easy and I think that was the intent of the original work hour committee.

Some memberships prefer to complete more hours in the spring so they can free up their summers for travel or they have other family and work obligations. Also, if a club house steward completes more than their required hours in the first half of the year, that membership's hours should all count toward their total for the year. We need to encourage members to sign up for these positions. The dredging crew should also be allowed to delay their hours until the second half of the year to encourage work on the dredge when the weather is less than appealing. The "one size fits all" does not work when you are dealing with many memberships and many challenges that a family faces. With this, I realize we are a working club.

We joined the club a little over a year ago, and we have been operating under the impression that Option A was in effect. However, we have exceeded 8 hours in both halves anyway. We always appreciate erroring on the side of flexibility, so we prefer option A. Thank you.

Thank you for asking for input. While Option A would serve my theoretical self-interest (e.g. most of my work as Speaker Coordinator is bundled earlier in the year), it seems best to spread the workload across the year for everyone so there is a steady stream of activity and repair work happening at the Club. I am not sure I have quite enough information (e.g. is there a lack of volunteerism at the end of each year?) to be helpful and am glad the Board is reviewing these issues to make the best decision for the needs of RCYC.

Seems to me there is more to do in the spring to get the Club ready for the summer and to repair what the winter has done to the Club.

Option B makes it difficult for spring - summer cruiser to meet their hourly requirement so not interested in that option though I believe we always exceed our hours either way

I don't think it will affect the second half of the year if the maximum is ten hours for the first half. With 150 members = 900 hours, at least for the second half.

If we don't have a problem getting volunteers in the second half, then we should provide flexibility to the members. Revisit if it becomes a problem.

My comments are lengthy - I will send them by email to you, Gary. Thank you

People completing the work hours in an accelerated manner has never been the problem. If anything it's been the opposite. Work hour procrastinators with not enough necessary projects to fulfill required obligation. Let's deal with a problem, if it comes, rather than trying to forecast what could be.

Too easy to get 8 hours per half. But, that's just me.

I see we have become untrustworthy children and must be told how to put in our hours now.

I think we should bump the required work hours to 10 per 6 month detail, increase payments for slackers. The eight hour requirement in the first half of the year is difficult for me because I prepare tax returns for a living and don't have the flexibility to attend work parties or other opportunities to fulfill the work requirement.

Not all positions in the RCYC allow for work to be completed in the second part of the year. Some of our jobs require upwards of 50 hours of work and that work is front loaded in the first half of the year. In addition, I don't think you need to worry about the second half of the year because you'll always have procrastinators. Third, if that becomes a problem, you could simply request that members volunteer to complete their hours, or some of them during the second half of the year. People will step up.

Please Note* I have no Preference for me but I had to select A or B to submit.

While some of the documentation may not be explicitly clear, the "contract" with members (the membership application) IS. That is the basis of how the program should be implemented. Explicitly, it says, and has said for at least the 10 years since we signed it, "Six work hours are required every six (6) months of each membership.

Some will try to argue that since the form has not been updated after Membership voted to increase the hours to 8 and 8, that the form is simply flawed. That is a stretch.....

KISS principle is the way to go. There should be some exceptions to this, i.e., dredging.