

SECTIONS REGARDING FEES UNDER REVIEW

CRIME AND PUNISHMENT

The section , 1.3 Membership Fees of the by-laws in our constitution state that you are required to put into the club functions 20 hours of work in the operation and maintenance of the club.

Under Section 1.6.12 there is a minimum of 5 work hours that is “required”. If a member decides to forgo all club work party hours (except with the intervention of the MC), an additional \$100.00 fine will be levied against members who have not put in the minimum of 5 hours.

“Flogging will continue till until attitudes improve” is not the answer. Punishment, no matter how draconian does not work. Think of this next time you enter your corner POT shop. The laws and punishments were based on a moralistic view. Those who could write the laws could force those others to follow the “lawmakers” moral beliefs.

A good project manager plans are based on money, materials and labour. If our labour is limited, in this case by choices made by some members, a **project manager should plan for the reality of resources available** and not lament that those taking advantage of the by-law are morally wrong and the “Cat o’ nine tails” should be taken out.

This is a self-help club so increasing punishment will only drive members away to the turnkey operation of marinas. Our membership costs are not that low relative to commercial marinas when manpower hours are included. We therefore have to worry about pushing, punished members away.

The maximum billing for unassigned work hours has ranged over the years from \$600.00 in the year 2019 to \$1,000.00 this Year (data obtained from the budgets). That includes \$900.00 per year plus the \$100.00 surcharge for the 5 hours not worked. The following data indicates the number of members that have decided to accept not putting work hours.

Fiscal Year Ending	2018	2019	2020	2021
Billing for work hours	\$600.00	\$700.00	\$700.00	\$1,000.00
Members	5	5	4	7
Total delinquent revenues	\$3,000.00	\$3,500.00	\$2,800.00	\$7,000.00

As can be seen punishment has added to our coffers but not added to participation hours.

The never asked question prior to this amendment being proposed was, did the MC contact the members and ask why the member chose to take advantage of the ability offered them under the Club Constitution; that of paying cash to the club instead of work hours.

With Covid-19 constraints on travel, and reduce use of the club, should they have an additional \$100.00 punishment be added to their fees?

I would rather be a member of club that reinforces good behaviour, than one who punishes. Why are members who are availing themselves of a choice given by the club punished. It is not the job of the MC to judge a member's commitment to the club and create punishments to get adherence to someone's ideal of an acceptable member. Remember the POT store. Punishment does not obtain adherence, but resentment.

Based on the above I recommend that the following sections of the by-law be repealed in its entirety.

1.6.12 Notwithstanding any earlier provisions, Members cannot avoid putting in any Work Party hours by simply paying the Work Party Fees but must contribute at least 5 hours of work in the following forms.

1.6.12.1 actively participate in at least one work party;

1.6.12.2 convene one club event;

1.6.12.3 serve on the Management Committee; or

1.6.12.4 work on approved club projects.

Members who do not contribute these minimum hours of work are subject to an additional fee of \$100.00.