

WASHINGTON YACHT CLUB

Proposed changes to Policies 01-01-2024

Section C. Wages

1. Maximum Hours

~~No WYC employees may be paid for more than twenty hours of work per week.~~

2. Program Director and Ratings Examiners

a. Starting Wage

~~Hourly employees will start at an hourly wage equal to the prevailing University of Washington student minimum wage, unless otherwise approved by the Executive Council.~~

b. Raises

~~After the first 400 hours of work and every three quarters from then on, hourly employees will be eligible for a raise upon recommendation by a performance review committee consisting of a Go-Commodore and at least one additional Executive Council Member in a closed session meeting.~~

c. Maximum Wage

~~The maximum hourly wage paid to hourly employees will be no greater than two times the prevailing University of Washington student minimum wage.~~

d. Salary Disputes

~~Hourly employees may petition the Executive Council for resolution of any salary disputes.~~

e. Hours

~~The Program Director's and Ratings Examiners' hours will be set in consultation with the Executive Council. The Ratings Examiners' hours should be spread out to ensure sufficient coverage for both weekends and weekdays based on Member interests. The Program Director's and Ratings Examiners' hours may be significantly curtailed depending on seasonal demand or budget constraints. The Treasurer's hours will be on an as-needed basis.~~

3. Payment Dates

~~Hourly employees will be paid on a bi-monthly basis.~~

4. Salary Reduction

~~The Executive Council may reduce the future wages of an individual for hours of work not yet accrued by a two thirds majority vote. The impacted member will be notified of this immediately.~~

Section C. Volunteer Recognition

1. Recognized Positions

The Program Director, Ratings Examiners, and any other positions deemed by the Executive Council may be allocated a nominal and predetermined quarterly stipend in recognition of their service and any expenses they have incurred.

2. Amount

The quarterly stipend shall be set to a fixed quarterly amount by the Executive Council and may include reimbursement for expenses incurred (such as IMA membership fees) and a nominal fee, but shall not be tied to productivity.