

CLIPPER

QUEEN CITY YACHT CLUB ————— MAY 1999

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Club gets major spiffing up

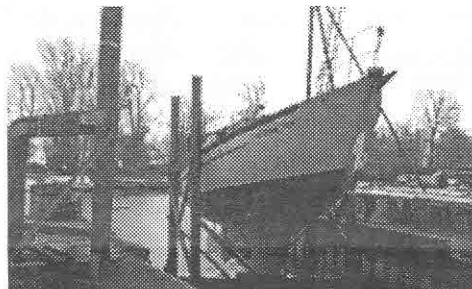
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QC on a roll with launch and work parties

Yard, grounds and clubhouse all get spiffed up

One of the fastest, most successful launches in recent history followed by organized, well attended work parties has Queen City looking better than usual this early in the season.

Although a brief squall interfered with the generally good launch weather, virtually every scheduled boat got splashed in a day and a half.

While much credit is due yard chairman Dwight Hamilton, he pointed out that he had a lot of resources. "At least three former yard chairmen were able to offer advice," he said. "The experience of people like flagman Bill Eckersley helped things go very smoothly."

Bin there, done with that

Even while launch was going on, the cooperative effort of Dwight and grounds chairman Peter Broecker saw that the yard was raked and debris removed. The new bridge over the lagoon enabled them to bring in refuse bins to remove materials such as tires, metal, plastics and creosote-treated timbers. The fact that Queen City has filled two bins and has a third well on its way to being filled is a measure of the junk has accumulated over the years.

Garbage in, garbage out

The rebuild of the north-entrance garbage compound, along with unobtrusive mini-compounds strategically located to collect garbage over the summer, is part of a program to keep Queen City neat. Staff will service the removable mini-compounds regularly, taking contents to the main area for collection.

Peter requests, however, that members continue to carry heavy or toxic items directly to the main compound where it can be appropriately separated.

Not to be outdone by yard cleanup crews, Vice Commodore Dave Kent's balcony team has carried on reconstruction work begun last fall.

Balcony crew faster than contractor

Although work was held up awaiting laying of the waterproof floor membrane, decking that protects the membrane has been prefabricated. It will be installed permanently along with new metal railings and stair risers once waterproofing – hitherto a novel concept among QCYC's construction techniques – is completed.



The new steel railings have been greeted enthusiastically by most who have seen them in preliminary installation. As well as being safer, they give the impression of much more space. They also reportedly look better from the water.

The new stairs that replace the ones that previously cut into the dining area, are safer, built to last and greatly increase the floor space of the dining area. The white paint applied to the metal risers by Ted Doyle will be duplicated on the railings.

Fine woodwork to complete the job

The pièce de résistance will be the immaculate wood work of Fred Mayerhofer. While perhaps not up to the exquisite standards of the carving on *Running Free* (nothing is!) the stair treads and railing caps Fred has made are reminiscent of fine furniture, promising a spectacular finished effect.

Finally, a bonus on the job is a significantly strengthened structure and increased storage space in a new room that Willy Shubat, John DiLallo, Mike Ballard and crew reclaimed from the area beneath the old stairwell



“The culture of Queen City as a self-help club is, and has always been, defined by members sharing in the club’s work.”

Demystifying QCYC” Work Hours system

Planning chairman Geoff Heathcote offers answers to frequently asked questions

In response to requests from a number of members, the following should clarify the structure of the work hours system. The program was inaugurated on a one-year trial basis at last year’s AGM and will be reviewed by next year’s board

Briefly, the rationale for the system was based on a number of points:

- All members should have an opportunity to contribute to the health of the club in their own way.
- The board is committed to a written plan for the work activities.
- Subsequent boards will have a head start in planning the new season.
- All members, not just a few “in the know,” can see what work is being planned.
- By running a more effective program, we hope Queen City can reduce contracted service expenses, get more club work done by members and thus avoid excessive fee increases and assessments.

Some answers to frequently asked questions

Q. What are the overall objectives of the Work Hours Program?

The culture of Queen City as a self-help club is, and has always been, defined by members sharing in the club’s work. Queen City is not a marina.

A key reason for developing a self-help system is to facilitate the involvement of all members in the required club work.

Q How many hours of work do I have to do?

Seniors: 16 hours (plus launch, haul and OD).

Senior Associate: 16 hours (plus launch, haul and OD)

Dinghy: 8 hours (plus launch and haul)

Associate and Intermediate: 8 hours

Honourary, Out-of-town, Student, Junior Club: no hours required.

Q. Will the minimum hours be enough to keep the club in good shape?

No! The minimum hours are required from each member to avoid an invoice. We expect, and the club needs, more than these minimum hours. Many members work many more.

Q. What happens if I do not work these minimum hours?

You will be billed \$30 per hour for each hour below the minimum that you do not work.

Q. What if I don’t pay the bill I get for not working the minimum?

The club will treat this bill as it does any other sent to members and the same policies will apply.

Q. What if there are extenuating circumstances preventing me from working?

Any member can appeal to the Board in writing if he or she believes that a special exemption should be made.

Q. Are the hours per person or per unit?

Like everything else in Queen City, the work hours minimum is per unit. We could discuss the fairness of this issue endlessly, but this is consistent with the application of other club policy.

Q. The Job List shows jobs, number of people and hours per person. If I spend more than this, do I get credit?

Details on the job list are estimates intended to give members an idea of the size of the job. You will be given credit by the board member, for the actual time spent.

Q. How do I claim my hours?

Fill in the claim forms that are in the office. They’re simple to complete! We suggest you also keep your own record (hours worked, job name and date), in case we miss the claim.

Q. Can I bank hours?

No. The objective of the program is to have every member contribute to the work effort. There will be no carry forward of hours. To reduce administrative burden, we may not accurately track hours above the minimum.

Q. Can one member transfer work hours to another?

No! Our objective is to have everyone contribute; transfers would not meet this objective.

Q. Why does Race Committee have so many hours? Should all these hours qualify?

The Work Hours Committee recommendation to the board was that only "approved" jobs should qualify for work hours.

To avoid debates over a job’s validity, we’ve decided to have board members make the qualification and to prioritize his/her jobs. We urge members to tackle the high priority ones first.

Q. Do I get credit for Work that is not on the Job List?

Yes, provided a Board member approves it. Board members have complete discretion in this.

"There is scope for individual initiative within the work hours program."

Q. Do associates get credit for launch and haul-out if they help in the yard?

Since the program is new this year we have decided to give credit to associates who helped with launch. We certainly appreciate the help! However, in future, to avoid confusion, we will not be giving credits to anyone during launch/haul-out.

Q. Do Launch and Haul-out count as Work Hours for Senior Members?

No. Attendance at Launch/Haul-out for Senior Members is expected and is outside the Work Hours program as explained in the November Clipper and at the AGM.

To clarify further, Launch & Haul-out Work Parties have always had two components: 1) launch/haul the boats, and 2) clean up the grounds during the "designated" Launch/Haul-out days (April 17-18 and 24-25) to prepare for Sail-past. Work done on these days is not included in the Work Hours Program. However, the Work Party on May 1 did fall under the Program.

(A related question, not directly under the Work Hours Program: **"If I do not store at the Club, am I expected/do I have to show up to launch/haul boats?"**)

While somewhat ambiguous and not clarified to many new members, the traditional answer is YES. This topic was brought up at the AGM and the Board promised to look into it. At this point, nothing has changed.)

Q. Does Officer of the Day count?

No. Officer of the Day is outside the Work Hours program (approximately one shift every two years).

Q. Why were associates not included in last year's survey?

The Work Hours committee's initial mandate didn't include associates and the survey proceeded on that basis. After subsequent discussions with a number of associates, the committee decided that associates would be required to contribute half the number of hours required of senior members.

Since associates benefit from the club's facilities and also contribute to their wear and tear, it was determined that they would not object to helping maintain it.

The club wholeheartedly welcomes associate members' participation in social and racing activities. There is an associate member as a part of the Work Hours committee.

Q. How will I know if I have completed the minimum?

We will produce a statement around the middle of the season, but to be safe, keep your own record of when you worked, what you worked on, for whom and how many hours.

Q. Why does the Job List keep changing?

Individual board members plan the jobs in their areas. Jobs

completed are checked off the list and new ones planned are added.

The list serves two functions: it lets members know of available and up-coming jobs; and it provides continuity, identifying for the new board items requiring annual attention.

Q There are a number of things I don't agree with in this program. Who should I talk to?

As Planning chair, I am responsible for running the work hours program. Send me your comments at hcinc@home.com or leave a note in my office mail slot.

This is the first year of the trial program. We'll be fine-tuning throughout the season. The new board for 2000 will decide how or whether to retain the program.

What is a "Lead Hand"?

Where possible, board members designate as a Lead Hand a person working on a job and responsible for completing it. The Lead Hand ensures that necessary equipment and supplies are available and may assemble the team to complete the job. Anyone with the interest and ability to get things done around the club is encouraged to talk to board members about taking over some projects completely and becoming a Lead Hand.

Why hasn't the program been better publicized?

The November 1998 Clipper contains a complete description of the program. We're working out the bugs and administrative details as we go. We'll update these frequently asked questions as required and post them in the club and on the QC web site.

Q. Why is the club telling me what to do? If I see what need to be done, can't I take the initiative and do it?

Sure! But while the club was built on individual initiative and ad hoc work, in recent years it has been running down. Some 59% of members voted for a more organized maintenance approach.

There is still scope for individual initiative within the program, however. To get a minimum hours credit for a project, get a sign off from the board member responsible for the area you wish to work on.

Q. Isn't the bureaucracy behind this work party system using up hours that we could use just doing the jobs?

The administration hasn't been a heavy burden so far. The one board member and small committee do not get work hours credits for their work. We'll produce a simple statement to show members if they have met the minimum requirements and we'll expend some energy to inform those members who are not meeting the minimum that they can either work or expect a bill.



