

Work action plan

In brief

This plan regarding the work actions for members of N.S.Z.V. Ha-Stu was approved at the GMM in September 2017, following the multi-year plan. We want to set up a reward system where all members of N.S.Z.V. Ha-Stu are treated equally. In short, this means that the amount to be collected per member will be €30 and that the fine will be equal to this amount to be collected (so there is actually no fine). Both training and competition members will have to collect this amount. Members with exceptional commitment to the club can apply for an exemption (Table 1).

Work action system

Each year (running from 1 September to 31 August), a member of N.S.Z.V. Ha-Stu must collect an amount of €30 from work campaigns. The amount can differ from this €30 per year, provided that it is indicated during the ALV at the beginning of the year (September/October). A member's contribution will be recorded in euros (Box 1) by the incumbent treasurer. When sending the contribution pre-announcements, the treasurer will also send a list of the work actions made by the members so that everyone has a good overview of how much he or she still has to do.

Exception functions

Members with special commitment to N.S.Z.V. Ha-Stu can be exempted from the work promotion, provided that the job requirements are demonstrably met. This will be done in consultation with the current treasurer of N.S.Z.V. Ha-Stu. If members with an exception function work hours, they immediately qualify for the surplus scheme.

Table 1 : Exemption functions.

Function	Job requirements
Coach	Minimum 10 games in a season.
Referee	At least 6 games per season.
Physiotherapist	At least 1 fixed consultation hour per month after or before a training.
Team responsible	Team without a coach may designate 1 player as team responsible, with the exception of work actions.
Trainer	At least 1 training every two weeks.
other	Someone who does extra things besides the things mentioned above. This is to be determined by the board

Semi-annual member

A half-yearly member is obliged to collect half of the amount to be collected ($\text{€}30 / 2 = \text{€}15$). Further rules also apply to semi-annual members of N.S.Z.V. Ha-Stu.

Obligations of NSZV Ha-Stu

N.S.Z.V. Ha-Stu is obliged to offer a number of work actions that are sufficient to enable the members to perform the requested work actions. Fixed work promotions will be placed on a general work promotion calendar, the calendar may differ per year. The incumbent treasurer keeps track of the work action list and is obliged to respond to a question about the outstanding amount per member within a period of 10 working days. In the event of a shortage of a member, the incumbent treasurer is obliged to send a reminder. A direct debit will be used when the member has not collected any money. In case of a shortage, you will be asked to transfer the remaining amount.

Shortage or surplus

In the event of a shortage, the member of N.S.Z.V. Ha-Stu is obliged to pay the remaining part. This will be done by direct debit no later than 2 weeks before the general meeting of the coming financial year if the member has not collected any money. The member will be asked to transfer the money if there is still a part missing. Any surplus is automatically credited to Ha-Stu. The member may indicate a destination within Ha-Stu on his own initiative. These can be, for example, training purposes or activities. The board reserves the right to accept this or not to agree with it for a valid reason. A proposal must be submitted to the treasurer of Ha-Stu.

Example 1 (even)

Member 1 has done 4 hours of work action for which NSZV Ha-Stu has received a compensation of €7.50/hour. Paragraph 1 has $4 \times €7.50 = €30$. Paragraph 1 fulfilled work actions, no further action.

Example 2 (surplus)

Member 2 has done 4 hours of work action for which NSZV Ha-Stu has received a compensation of €7.50/hour. Member 2 has done 2.5 hours of work for which NSZV Ha-Stu has received a compensation of €5.00/hour. Member 2 has $(4 \times €7.50) + (2.5 \times €5) = €42.50$. Paragraph 2 has fulfilled work actions and a surplus of €12.50.

Example 3 (shortage)

Member 3 has done 2.5 hours of work for which NSZV Ha-Stu has received a compensation of €5 per hour. Paragraph 3 has $2.5 \times €5 = €12.50$. Paragraph 2 has fulfilled work actions and a deficit of €17.50. Paragraph 3 owes the deficit (€17.50) to NSZV Ha-Stu and must transfer the deficit at least 2 weeks before the ALV of the coming financial year.

Box 1 : Examples of member work actions