

BELLEVUE CLUB SWIM TEAM WORKSHARE PROGRAM

(Effective September 1, 2021 – August 31, 2022)

PURPOSE: The success of the Bellevue Club Swim Team program relies on the support and WORKSHARE efforts of all its dedicated member families. Competitive swimming is a unique sport not only because of the lifetime benefits to the participant, but because in no other sport are so many parents required to organize and run the events which allow their children to compete. **The team reserves the right to change the requirements and agreement should COVID and/or restrictions change within the next swim season.**

REQUIREMENTS & GENERAL RULES:

<u>Training Groups</u>	<u>MINIMUM Required Hours</u>
National, Senior Performance	33
Senior 1, Senior 2, Prep	28
Regional, Champs	25
Divisional, Orange, Gold, Silver, Bronze	20
College	Head Coach's Discretion

- Each family baseline workshare requirement is determined by the placement of their highest-level swimmer as shown above.
- If a family has more than one swimmer, their workshare requirement will be increased by five hours *for each additional swimmer*.
- Families who join the team part way through the season will have their hourly workshare obligation prorated.
- Families who leave the team part way through the season will have their hourly workshare obligation prorated and are responsible for completing these prorated hours. If they do not complete the hours, they will be charged \$40/unfulfilled hour.
- The hourly workshare obligation may increase if a family's most senior swimmer moves to a higher level group mid-season.
- **Filling open job positions:** Pre-signups will be used as much as possible for BCST-hosted and non-hosted events so families attending those events can sign up well in advance for volunteer positions. As the meet date approaches, if all shifts are not covered by a volunteer, shifts will be assigned to families based on those meet participants with the fewest volunteer hours recorded to date (including those who have already met their workshare obligation). Every effort will be made to place members in the sessions in which they have an athlete participating. If a family refuses to accept an assigned shift (even if they have already fulfilled their workshare obligation), the family will be assessed a \$50 fee for not showing up for their assigned shift. If BCST participation is minimal, this may involve more than one job. If BCST participation is substantial, some families may be assigned as "backup" workers and may only need to work if others do not show up for their shift.

- Please note that if a family cannot show up for any shift they signed up for or they must leave early, it is the family's responsibility to find a replacement or a \$50 fine will be charged.
- It is the responsibility of every participating family to review the volunteer sign ups on the BCST website prior to a meet to determine if they have been assigned any meet responsibilities. Penalties will not be waived because a family reports that they did not know they had a volunteer commitment.
- **If a family has not met their workshare obligation (has a deficit of any amount) by the first week in August, regardless of group, their account will be charged a Workshare Fee of \$1,000. Registration will be denied to returning families, including graduated senior swimmers, who fail to fulfill their Hourly Workshare Obligation or pay the \$1,000 Workshare Fee.**
- **CONDITIONS:** There will be no banking or carryovers of hours from year to year. Any hours worked in excess of the required hours will not be applied to the following year. A majority of the required hours must be worked by the parents. At the discretion of the committee chairpersons, children in the family may perform some jobs with chairperson's approval. Children under the age of 14 years will not be allowed to work on deck at championship meets. Hours must be worked by immediate family members unless prior approval is granted by the workshare chair.
- **MEANS TO EARN WORK HOURS:** Hours may be earned by working BCST hosted swim meets, BCST team-related activities, and non-hosted swim meets. There are numerous jobs associated with running swim meets and planning special events.
- **MANAGEMENT OF THE WORKSHARE PROGRAM:** After each swim meet or activity, the hours for those jobs signed up for through the BCST website will automatically be applied to member accounts. For other jobs, such as snacks, officiating, group activities and others, hours can be reported via email to the Workshare coordinator at bcstworkshare@gmail.com or recorded on the Workshare Recording online form accessible via the BCST website 'Workshare' menu. Workshare account status, including obligation can be found by logging on to the BCST website ('My Account' >, 'Invoices & Payments' >, 'Service Hours' tab).
- **RESPONSIBILITY FOR TRACKING WORKSHARE OBLIGATION:** Families are responsible for ensuring the accuracy of their workshare program credits throughout the season. Questions regarding missing or inaccurate credit should be sent to the Workshare coordinator at bcstworkshare@gmail.com. If a family is having difficulties fulfilling their obligation, it is the family's responsibility to notify the workshare coordinator early in the season to obtain assistance.

As parent or legal guardian of _____ (swimmer(s)), I acknowledge understanding of and agree to comply with the BELLEVUE CLUB SWIM TEAM WORKSHARE PROGRAM for September 1, 2021 through August 31, 2022 as presented in this document.

Executed this _____ day of _____, 20_____.

Signature of Father or Legal Guardian _____

Signature of Mother or Legal Guardian _____

Signature of Participant, if not a minor _____