

CHICO NOON ROTARY CLUB WORK RELATED LEAVE OF ABSENCE POLICY

One of the primary responsibilities of Rotary membership is attendance at your club's weekly meetings. The requirement that members commit to faithful attendance of their club's meetings dates back to Rotary's beginning in 1905. In recent years, attendance requirements were liberalized to allow members more opportunities to make-up meetings. Today, ways to make-up a meeting include attending your club's board meeting or attending a Rotaract or Interact club meeting. On-line make-ups are also possible at one of several Rotary e-club sites. The grace period for make-ups was also increased from one week before or after the missed meeting to two weeks before or after. Additionally, the minimum percentage of meetings that must be attended at your home club was decreased to sixty percent (60%)*.

Even with the liberalizing of the attendance rules, a member at some point may find it necessary to request a waiver of the attendance rules for a period of time due to work related issues. A work related waiver of attendance rules can be made by submitting a written request to the Board of Directors using the request form available on the club's website. All such requests are confidentially evaluated by the Board in closed session and approved or denied on a case-by-case basis.

In completing the request form for work related waiver of attendance rules, a Rotarian must select one of two options. The first option is a waiver of the 60% rule. If a member must be out of town for work related reasons and can not attend sixty percent (60%) of his or her home club's meetings, this option should be used. This option is easier for the Board to grant than the leave of absence option discussed below as the Rotarian is still committed to attending meetings albeit not at his or her home club.

The work related leave of absence option completely relieves a Rotarian from attending meetings for a period not longer than three months. Concerns about potentially establishing a precedent allowing Rotarians with demanding jobs to opt out of their responsibility for attendance is why work related leaves of absence are carefully scrutinized and rarely granted. In order for a work related leave of absence to be considered the requestor must meet the following criteria:

1. The Rotarian must be a member in good standing and have fulfilled all the requirements for obtaining a black badge; and
2. The Rotarian must be current in the payment of annual dues all other financial commitments to the club; and
3. The Rotarian must demonstrate why a waiver of the sixty percent rule is not a viable option; and
4. The Rotarian must demonstrate they have a history of being active in the club prior to the time the request for leave of absence was made.

It is important to note that medically related leaves of absence due to personal or family related illness should be made directly to the club president. These requests are not shared with the board due to the sensitive and confidential nature of the request. The president at their sole discretion will approve or deny all requests for medically related leaves of absence.

*Rotary International policy requires 50% home club attendance.