No Show Proposal:

Any member who misses labor without getting the labor covered or working out a plan with the labor czar prior to missing the labor shall be no-showed by any parties who are witness to the missed labor. In addition, members can be no-showed for performing their labor badly in good faith. Because these types of no-shows may be more controversial and may not obviously map to a specific number of hours owed, they will be taken to the next meeting so members can discuss the no-show before assigning labor. No-shows will be collected every Sunday, with the deadline for the week taking place after the meeting so that no-shows can be reported in person to the labor czar if the reporter wishes. Check-off sheets for flex labor will be put up in the commons every Sunday and picked up every Sunday after the meeting. This will be last call to sign in your labor if you have forgotten. The labor czar will then be responsible for no-showing anyone who has not signed off on their labor.

Residents who are no-showed will be notified in writing of their owed hours as soon as possible. Once a member has received notice of their no-show they will have one week to contact the labor czar to arrange make-up labor. At that point another notice will be issued notifying the member that they have one more week to arrange make-up labor before fines are incurred. Then, two weeks after the notification date a fee will be charged to the resident equivalent to $10 per hour for each hour of labor missed (the standard at most other coops in Austin). Once the fee is issued, the member must challenge the fee officially at a meeting in order to have it dropped or exchanged for extra labor owed. If the house chooses to replace the fee with extra labor (double or triple time), the counter will reset, a new notification will be issued, and the member will have another two weeks to make up the labor before a greater fee is assigned.

Once a fee is issued, the member has one month to either pay the fee or challenge it at a meeting before being membership reviewed. From that point on, punishment or eviction must be decided on by the house at a meeting. The member in question is highly encouraged to attend this meeting, but the meeting must take place whether the member is present or not. Once a member has accumulated 16 hours of owed labor (or unpaid fees) they will automatically be membership reviewed to address the problem.

Extra Labor Policy:

Given the high demand for specific labor tasks at the moment and shortage of people to perform them, we must provide some sort of incentive for members to do extra labor when it is needed. Therefore, whenever one of the following situations occurs we will allow members to do extra labor and be credited as such. Members who accrue extra labor hours will be given a positive count of hours (in contrast to a negative count when someone owes hours). If said member is no-showed their owed hours can be taken out of their count. In addition, these members can “give their shift away” to someone who needs to make up hours.

* Whenever a time-sensitive labor slot is missed (no-show) some attempt must be made to contact a member who owes labor to fill the slot. If no one owing hours can be (easily) found to cover the labor, any member may take the slot.
* Whenever a labor position/slot requires specific skills that only a limited number of members possess, said member will be allowed to perform the extra hours so that the labor will get done. If the position is ongoing, attempts will be made to shift that person’s labor but we will continue to give the member labor credit as long as the labor is necessary and no one else with available labor hours can take over.

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Clarifications:

For example, say a maintenance task comes up. If this task is not urgent, it should be assigned to a capable maintenance crew member who has not met their hour quota for the week. However, if no such person can be found with the required skills or the task is urgent, the person who can do it should do it and will be credited extra labor hours if they have already done their labor for the week.

What about labor vacations?

This has come up from several people who do ridiculous amounts of labor. In an area such as maintenance (where this will mostly come up), I see no problem with members trading in extra hours to take a week off of labor if and only if all tasks assigned to them can be redistributed. If your labor is simply on-call maintenance, this should never be a problem. If your labor is a more specific position, the member must find someone else who is either on-call maintenance or owes hours to take over the position. Note that the coordinator for that labor can refuse the labor vacation if appropriate and fair redistributions cannot be performed. For example, if Victor thinks that there are too many maintenance tasks one week to lose even a single on-call person, no one can take a labor vacation until we are “out of the trenches” so to speak. In other areas, the policy will be similar but evaluated more on a case-by-case basis. If labor can be borrowed from non-critical spots to grant the labor vacation, it will be considered a labor trade.

Labor Trades:

As mentioned above, there are several instances where you might want to trade labor. This doesn’t have to be a 1:1 trade, I can give you my labor for nothing in return if I have extra hours and you owe hours. Trades simply formalize the process of reassigning the labor to another person for a limited period of time. Once labor is traded the person who took responsibility for the labor is the only one who can be no-showed. I will post a sheet on the bulletin board next to the no-shows for labor trades. All trades must be approved and signed by both parties!