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3<sup>rd</sup> August 2022

## **Bylaw- Employee Club Membership**

1. Employees of the TT&CC will be permitted Staff membership status and will be granted staff membership free from any charge or fee.
2. Any employee accepting Staff membership also accepts the conditions as outlined herein.
3. No current employee is permitted any form or type of membership other than Staff membership.
4. While on duty, working, membership rights are revoked, as in, an employee is not permitted to.
  - a. consume alcohol
  - b. utilize the Gaming Machines for personal purposes
  - c. utilize the TAB machine for personal purposes
  - d. smoke / vape in a public or member space when the Club is open & operating.
5. While off duty, not working or wearing a Staff uniform, all rights of membership, other than disciplinary & clause 6, are afforded to every employee who has registered for Staff membership.
6. Employees (on or off duty) are not permitted to enter TT&CC promotions that are controlled / operated via the point of sale (Pos Terminals)
7. Should, in the unlikely event, disciplinary action be required, all actions, if any, will be in accordance with current NZ employment & common law.
8. The club's loyalty program, with photo, may be available to access by all current employees.
9. Staff membership will include full club affiliation rights, employees can visit other affiliated clubs as a TT&CC member.
10. An employee, holding Staff membership status, may vote in TT&CC elections.
11. An employee may not stand for TT&CC office or stand for an adjunct/section office.

The above clauses 2 & 4a do not apply to the Clubs General Manager, Food and Beverage Manager or Assistant Manager (in Training). However, management code of conduct will apply.

The General Manager has the discretion to alter 4a to include employee's if he/she so determines in the event of special occasions or events.

Bylaw introduced August 3<sup>rd</sup> – Ratified by majority vote of the Executive Committee and adopted as of the afore mentioned date.

Ratified & adopted 3<sup>rd</sup> August 2022 – signed \_\_\_\_\_ Peter Leggett – Club President.

