



**Davis Aquatic Masters
Board Discussions and Decisions 3/12-4/3/2020**

The March Board of Directors meeting was cancelled due to the COVID-19 pandemic. During that time the board discussed via email and made many decisions regarding our members and employees. These decisions have been documented for purposes of historical record.

Participants

Kevin Waterson	Diane Barrett
Dan Sperka	Andy McPherson
Patricia Quinn	Alan Rowland
Scott Allison	
Stu Kahn (non-voting)	Allan Crow (non-voting)

March 12: The board discussed the advisability of continuing swim workouts. Board members reported on gyms being closed and athletic gatherings being cancelled.

Some club members inquired about DAM's stand on the Coronavirus.

Kevin brought to the board's attention this statement made by the CDC:

"There is no evidence that COVID-19 can be spread to humans though the use of pools or hot tub. Proper operation, maintenance and sanitation...should remove or inactivate the virus that causes COVID-19."

Based on this the board agreed to advise our members that if they were concerned they should not attend workouts. And as an extra precaution, the board advised against using our locker rooms for changing, showering, etc. due to the fact that it is not always clean.

Notification was emailed to DAM members the evening of 3/12.

March 16: The board took action to notify seniors of Governor Newsom's directive to self isolate and to stop participating in activities with other people.

The board also discussed and agreed to terminate all swim workouts until further notice.

March 18: The board discussed and agreed to terminate membership payments. It was agreed that members would continue to pay the \$9 membership fee (as required for Leave status) but not the pool fees. Members would be given the option to continue paying dues by contacting a board member.

March 29: The board voted to continue paying salaried employees through their contracts ending 8/31/2020. The board was given 2 options, 6 voted in favor of option 1, and one (Alan Rowland) voted in favor of option 2.

Option 1: We explicitly state our intentions to honor the full value of their contracts through their end date. Their use of leave is completely optional.

Option 2: We explicitly state we intend to honor the full value of their contracts through their end date but with the caveat that we may require some amount of leave use should the board decide that not doing so would place an undue burden upon the club's resources. Any decision regarding the mandatory use of leave would be based upon a month-to-month evaluation of finances AND the continued existence of a shutdown.

March 29: The board discussed and voted unanimously on the following messages to be conveyed to our non-exempt employees.

For the pay period of 3/17/2020 to 4/1/2020:

Accrued sick leave may be taken at this time up to a maximum of the average weekly hours worked over the last 6-month period.

*If you wish to be paid your accrued sick leave for this pay period, please contact the DAM financial director at Admin@DAMFast.org.

****In order for these sick leave hours to be paid in the next paycheck cycle, this request must be made prior to the end of the day on March 29, 2020.** Requests can still be made after that date, but will be reflected on the next paycheck cycle. We apologize for the small window of time, but vast amounts of new information and legislation in the past week made it impossible to make informed decisions quickly enough to provide more time.

For the pay period of 4/2/2020 to 4/15/2020:

Under the recently passed Emergency Paid Sick Leave Act (EPSLA), accrued sick leave may be claimed up to a maximum of the average weekly hours worked over the last 6-month period.

*If you wish to be paid your accrued sick leave for this pay period, please contact the DAM financial director at Admin@DAMFast.org.

For pay periods after 4/16/2020:

There is no guarantee of employment or pay.

April 1-2: An email campaign was undertaken asking members to opt out of Leave status and continue paying monthly dues. The campaign was successful with a total at last count of 205 members opting out of Leave status.

April 3: DAM Financial Director applied for an SBA loan through Bank of America. The loan, if granted, would help cover the cost of salaried employees. Given that requirements are met, the loan will be forgiven.