

## Boeing Recreation

### Associate Membership Category

#### Overview

- Clubs may now have up to 10% of their total number of members be associate members, as defined herein.
- To be eligible as an associate member, an individual must be: 1) an **immediate family member** (as defined below) of an employee or retiree who is a member of the same club or 2) a **former employee** as defined below.

#### Definitions

- **Immediate family member** is defined as to include parents, brothers, sisters, or children/stepchildren (beyond dependent status) of employees or retirees. Spouses and dependent children of immediate family members are eligible as well.
- **Former employees** are defined as individuals (other than retirees) who voluntarily terminated their employment or individuals who were previously employed by the company and terminated as a result of a reduction in force. Additionally, former employees must have been employed by the company and been active members of the club for which they are seeking associate membership for a minimum of 3 consecutive years immediately prior to their application for associate membership. Former employees must provide evidence of their termination status such as a copy of their resignation letter or a copy of their reduction in force notice, prior to approval of their associate membership.

#### Conditions of Membership

- Associate members cannot sponsor an immediate family member for associate membership.
- Advance payment of annual dues is required for each associate membership.
- An Associate member may not hold office.
- Associate members shall agree in writing prior to approval of membership to comply with all rules, bylaws, and standards established for the safety and well being of the members of the recreation clubs.
- Associate members who violate safety or conduct rules established by the Recreation Department may have their membership revoked by a majority vote at any business meeting of the club. Dues will be immediately refunded to the terminated member on a prorated basis. No terminated member shall be eligible for reinstatement or his or her membership.