



## **MOUNTAIN EMBER TEAM MEMBERSHIP POLICY**

### **BECOMING A MEMBER**

Membership is open to all persons 18 years or older owning property or residing in the area that is accessed either from Painted Cave Road or from East Camino Cielo Road between Highway 154 and Knapp's Castle. This area may be expanded via resolution approved by the Board of Directors and voted upon by the membership.

Membership is obtained by completing the Membership Application on the MET website or by completing the Application form by hand, submitting it to the MET Secretary and paying the required dues. The MET Secretary shall keep a list of current members.

### **DUES**

A MET member in good standing is defined as anyone who has completed an application and has paid their annual dues. Annual dues is \$45 per individual member or \$70 per household (two members). During the first week in January, the Secretary shall send a reminder to all current MET members that their annual dues payments are due by January 31<sup>st</sup>.

Dues for individuals or households joining the Ember Team between July 1st and December 31st of any year will be \$23/\$35 respectively and \$45/\$70 each subsequent year. The Board has the right to increase or decrease the amount of the annual dues payment.

## **EXEMPTIONS**

Individual exemptions for dues payment due to financial hardship will be considered by the Board. Requests for an exemption should be submitted to the Board either by the member themselves or by another MET member. Exemptions must be reconsidered and re-granted on an annual basis.

## **VOLUNTEER SERVICE**

Members may choose to volunteer their time by serving on any MET Board approved committee or activity, or may choose to volunteer in other ways. They may also choose to be a “voting only” member, offering no volunteer service. Voting rights will not be affected by the way a member chooses to serve or not serve as a volunteer.

## **MEMBER RIGHTS**

Current members in good standing have the following rights:

- To attend all MET membership, Board and committee meetings, excepting sessions closed for legal, personal, personnel or other protected discussions.
- To serve on any MET Committee and participate in any MET activities. A member’s rights in this respect are contingent on their ability to act in a mutually cooperative manner and to accept personal responsibility for the adequacy of their health, training and skills to participate in selected activities. All MET member volunteers (and non-member volunteers) choosing to serve on any Committee or in any activity involved in what is considered by the Board, or a Committee Head or designee, to be hazardous or dangerous, shall be required to sign a Waiver of Liability which shall remain in force for the duration of their volunteer service. (See MET Waiver of Liability Policy.)
- To be nominated, either by other MET members or by oneself, and, if duly elected, serve as a MET Director.
- To cast a vote in elections for the selection of MET Directors, for special measures submitted to the membership by the Board and for amendments to the Bylaws. Household memberships provide voting rights for two members.

- Upon the signature of five members in good standing, members have the right to submit resolutions to the Board to be voted upon by the full membership at an Annual Meeting, or at a special meeting scheduled at the discretion of the Board. Measures submitted for approval at an Annual Meeting must be submitted not fewer than 45 days prior to the Annual Meeting. No measure so submitted may be subsequently modified or rescinded except by further vote of the full membership.
- Members may demand a recall vote for a Board Director by submitting a petition to the Board. The petition must be signed by at least 25% of the current MET membership and the signatures must be confirmed by the Board Secretary. A Membership vote is to be scheduled within 45 days of the date the petition is confirmed.
- When engaging in authorized committee assignments, a member may be given permission by a Committee Chair to use MET owned tools or vehicles in order to carry out their work assignments. All equipment is to be returned to the MET at the end of each Committee work assignment. Outside of Committee assignments, the use of MET owned equipment is not included as a right of MET membership.
- No member shall have any rights over and above any other member regardless of size of residence, property or gifts made to the organization.

#### **ANTI-DISCRIMINATION POLICY**

It is the policy of the MET to adhere to and enforce State and Federal laws pertaining to discrimination as well as to Title VI of the Civil Rights Act of 1964 and all requirements imposed or pursuant to the laws of the United States and the State of California relating to discrimination in any form. This policy shall apply to all Officers, Directors and any member acting in an official capacity with the MET.

No person shall be denied membership because of race, sex, creed, religion, education, political affiliation, financial status or any other manner illegal under State and Federal laws pertaining to discrimination.

## **ANTI-HARASSMENT POLICY**

The MET is committed to promoting an environment free from harassment of any kind including but not limited to sexual harassment and harassment based on any religion or religious creed, race, color, ethnic group identification, age, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, military and veteran status, and sex, gender, gender identity, gender expression, or sexual orientation.

Responding to an active fire or disaster situation requires a high degree of cooperation. Because the degree of cooperation is beyond what might be necessary in other organizations, the MET Anti-Harassment policy extends beyond behavior that is strictly unlawful to encompass behavior that is also divisive and potentially damaging to its mission. Hostile, uncooperative relationships within the MET could potentially lead to dysfunctional responses in times of emergency. It is, therefore, of utmost importance that MET members are committed to a culture that supports collaboration, mutual respect, and polite communication and interaction, both within and outside the scope of all MET organized activities.

## **CAUSES FOR MEMBER TERMINATION**

A membership will terminate upon the occurrence of any of the following events.

- Resignation of the member.
- Failure to pay dues within the period of time outlined in this Policy after they become due and payable. The Board Secretary will undertake an Annual Audit of the membership to confirm that dues requirements have been met. Members who fail to pay dues will be mailed or emailed (if applicable) a notice of nonpayment. Membership shall terminate automatically if payment is not received within 30 days of mailing or emailing of the notice. Membership shall be reinstated upon subsequent payment of dues, or upon the granting of a hardship exemption from dues payment by the Board.
- Failure to satisfy membership qualifications regarding residency or property ownership. Members are asked to notify the Secretary regarding any change in residency and/or ownership of property.

- Failure to honor a commitment to the MET's mission and the culture required to successfully carry out its mission, as well as behaviors that are diametrically opposed to said culture such as public disparagement of another, verbal or physical threats and intention to cause emotional or physical distress, are cause for termination of MET membership.
- Termination for Cause - failure to adhere to the policies, procedures and requirements of the Mountain Ember Team.

#### **PROCEDURE FOR MEMBER TERMINATION**

A recommendation for termination of a member for Cause or for failure to satisfy residency or property ownership may be submitted to the Board by the Secretary, by any Board member, by any Committee chairperson or by any two members in good standing. The recommendation shall be submitted in writing with a statement of facts constituting the grounds for termination. Notice of any Board action on the recommendation and a copy of the written recommendation shall be provided to the member in question either in person, by mail or by email (if applicable), not less than 30 days before the Board hearing on the recommendation. The member in question may present his case for retention of membership to the Board in person at the time of the hearing. Written objections to the recommendation, in lieu of appearing in person, must be submitted to the Secretary not less than 5 days before the hearing, and shall be distributed to all Board members prior to the hearing. The Board shall make the final decision regarding the termination of a membership.