



What's Trending?

Hiring Member Kids

It's hard to believe the school year is winding down and it's already time to start thinking about hiring summer staff! Each new season brings unique challenges, and setting policies pertaining to the children of members is always sensitive.

Clubs are a safe place for members and their families so it's natural for them to encourage their kids seek out summer employment there. While accommodating the needs and wants of our members is top priority, there do need to be boundaries that protect the club and staff from uncomfortable situations such as...

1. Disciplinary issues
2. Opinions from member parents on decisions and operations
3. Requesting time off to attend club events
4. Member privileges when not working
5. Perceived favoritism to children of members from other staff

It seems many PCMA member clubs agree that a policy against hiring children of members is necessary. There are always exceptions, however most who have weighed in agree the risks aren't worth the reward of pleasing parents.

One great recommendation was to encourage children of members looking for employment to apply at other local clubs. Another suggested option might be allowing member children to work in departments operated by a third party, such as summer camp or swimming pool management companies.

To join this discussion and gain direct access to our Q&A forum and archive, [Join PCMA Today.](#)