

Probationary Period & Expectations

The Sacramento Model Railroad Historical Society's 3-month probationary period required for new member applicants is similar to the onboarding process progressive companies now use for new employee orientation. Successful onboarding helps new hires adjust to the social and performance aspects of their jobs so they can quickly become productive, contributing members of the organization. We try for something similar so that your time with the Society is beneficial and meaningful for everyone.

Society Expectations of Probationary Member

During the probationary period, we expect you to become oriented to the practices, customs, rules, and facilities of the Society. We value participation and challenge you to find activities to join immediately. By the end of the probationary period, we expect you to complete the Basic Engineer certification.

Obtaining Basic Engineer allows you to fully enjoy running trains at the Society as it covers safety, building light and power switches, layout locations, yard and panel controls, signals, equipment handling, communication, use of Digitrax throttles, and serves as a basis for prototypical operating sessions.

Probationary Member Expectations of Society

As a probationary member, you are entitled to an accepting, friendly environment and are invited to participate in the various Society activities. To help with your orientation, the Society's Board of Directors will assign a mentor. Your mentor will assist you in learning the workings of the Society and help with progress toward completion of the Basic Engineer certification.

Your mentor will be interested in your model railroading skills and goals along with introducing you to members with similar interests. Be at ease to share and to ask questions.

Society Expectations of Members

Members are expected to remain in good standing by prompt and regular payment of dues and through continued participation.

Participation: Members are encouraged to actively contribute their time and energy in Society functions to the best of their ability. This includes:

- 1) Participation in major Society events such as Open House, Annual Dinner, and co-sponsored seminars.
- 2) Attendance at regular Society events such as fun run nights, prototypical operating sessions, clinics, and business meetings.
- 3) Involvement in construction and maintenance projects such as the Society facilities, model railroad layouts, and other historical displays.
- 4) Ensuring the success of the Society by serving on committees and voting as required for the election of officers and the revision of Bylaws and Rules.

Dues: In the unfortunate event of hardships making dues payment impossible, please contact the SMRHS Board of Directors immediately to work out an agreement. This agreement may include a repayment schedule, a change in membership status, or other arrangement. You can expect correspondence from the Society regarding this issue.

Monthly dues will continue to accrue and will not be forgiven. If you resign and then re-apply at any future time, payment of past dues will be required (*SMRHS By-Laws, Article 7, Section 3*).

If your dues are delinquent by more than 3 months and no substantive efforts have been made, you will be dropped from the roster and cease to be a member. To be reinstated as a member, you will need to repeat the application and probationary member process.