



Building a better tomorrow

www.jhbLUG.co.za

jhbLUG Bylaws

revised: 31/07/2018

Name

The Johannesburg LEGO Users Group, herein referred to as “jhbLUG”, is an organisation of fans of LEGO® for the purpose of engaging in fellowship, building and displaying LEGO® creations while adhering to the LEGO® Group’s philosophy of “Leg Godt” or “playing well”. In addition the jhbLUG will adhere to the fair play policy stipulated in Appendix A. (A brochure can be found on the LEGO® website)

Legal

LEGO® is a registered trademark of the LEGO® Group of companies, which does not sponsor, authorise or endorse the jhbLUG or its affiliates.

Vision

Building Communities Brick by Brick. The jhbLUG are a group of individuals who are ambassadors of the LEGO® brand and abide by the same Values as the LEGO® Group as well as its Fair Play policy.

Mission Statement

As jhbLUG we aim to use LEGO® as a tool to interact, inspire and educate those who do and those who do not have access to such a diverse educational tool within the greater Johannesburg area.

Value Statement

Our work will be guided by our beliefs and commitments to:

- respect people, value diversity and strive for equality
- recognise the contributions of volunteers within the jhbLUG
- strive for excellence through continuous improvement
- be committed to a culture of team work and collaboration
- providing a common sense of purpose and identity
- promote the LEGO® brand and its products
- encourage others to embrace the LEGO® hobby

Membership

- Members must be 18 years of age or a minor needs to be represented by an adult
- Members need to reside within Gauteng to qualify for membership, some exceptions can be made provided the Steering committee agree by majority vote
- Members shall pay fees as stipulated on the jhbLUG website. There is a monthly or annual fee option, which needs to be paid by means of EFT. Members are required to attend two meetings, or one meeting and one event, or two events annually. Officers will arrange remote absentia attendance for meetings using the technology available at the time.
- Members can vote, or choose not to vote, either in person or electronically for all decisions requiring a vote; members have a period of 7 days to submit their vote. Votes are tabulated by an Officer or by available electronic means.
- A 51% majority vote will be accepted as a final decision
- Members may be removed from the jhbLUG by a majority vote by the Steering Committee should they not abide by the bylaws set out in this document. Members may also be removed by suggestion of the LEGO® Group and its subsidiaries or recommendations by the LEGO® Ambassador's Network (LAN).
- Members who resign at any time, must return all jhbLUG property; to be recorded by the Treasurer, and will not be reimbursed for dues paid upfront or any item donated to the group.
- Membership allows individuals to participate in events, receive group benefits and be eligible to vote on decisions and elections
- Members may invite persons younger than 21 years of age, guest, sponsor or a prospective member, however that member is responsible for that person's actions at all times. JhbLUG will not be held liable for any damages to person or property which may result from performing routine group activities.

Conduct

- As jhbLUG we aspire to promote positive member interaction by
 - sharing ideas
 - supporting each other
 - hosting events where the need arises
 - hosting events which promote parent-child interactions
 - creating a positive environment for members and their children to enjoy LEGO®
 - embrace a diverse group of members who respect each other
 - grow each member by supporting their goals and ideas
 - trading and selling LEGO® may only be done based on the rules provided by the LAN or LEGO® Group
 - actively participating within the jhbLUG
 - aligning to the LEGO® statement "Leg Godt" (play well)
 - respect and work together with other LUGs

Serious Violations

- selling restricted Group benefits provided by the jhbLUG or LEGO®
- theft
- substance abuse
- behaviour which is dangerous or harmful to the name and nature of the group or any member within the group
- verbal or sexual abuse towards any person

Sales and Trading of LEGO®

With respect to members trading or selling LEGO® specific rules need to be adhered to:

- No jhbLUG member may sell “grey market” LEGO® (ie Current product lines imported for the sole purpose of making a profit or gain reward points)
- LEGO® may only be re-sold up to a maximum of 10% on the current recommended retail price
- Items sponsored by LEGO® or any other organisation may under no circumstances be sold, this includes LUGBULK
- Trade of LEGO® parts and sets is allowed for other LEGO® parts and sets

Meetings

- The jhbLUG shall meet at least 4(four) times per year, or more if desired.
- Adequate notice shall be given for events and meetings.
- Meetings are held for engaging in discussion, play and other activities involving LEGO® products.
- JhbLUG business will be discussed at least on a quarterly basis.
- The jhbLUG will organise displays at local venues in order for Johannesburg AFOLs, as well as AFOLs from other LUGS, to share their work with the public.
- The Steering Committee must come to a majority vote to schedule and display at an event.
- The Steering committee may change these bylaws from time to time.

Steering Committee Responsibilities

The following positions have been created to assist in the daily running of the jhbLUG:

1. President - Spokesperson, chairs meetings, adheres to agenda, reports on general group status, and any other duties that may be related to this position
2. Treasurer - Collects dues, reconciles group bank account, reports on group budget on a quarterly basis, documents all group assets, coordinates benefit distribution equally, and any other duties that may be related to this position.
3. Director of Administration - Coordinates meeting agendas with the President and Treasurer, serves as vice chairman at meetings, facilitates adhering to the scheduled agenda, records minutes of meeting and distributes them within five days of meeting, and any other duties that may be related to the position.
4. Social Media Representative – Posts relevant, official LEGO® information on the jhbLUG Facebook page. Under no circumstances can leaked information be posted on the jhbLUG Facebook page.
5. Social responsibility Representative – Arranges, hosts and organises community work by using LEGO® as an educational tool.
6. Assistant – Assists the President or any other Steering committee member to fulfil their duties.

These Officers are comprised of members in good standing who do not live in the same household. The officers hold a term of two years beginning 1st August and ending 31st July two years from election of said member by majority vote.

All Officers are appointed as signees on the group bank account for purchases approved by a majority vote. Purchases equal to or below the amount of R300 may be paid without requiring a majority vote.

Officers may hold only four consecutive terms in the same position.

Upon an Officer resigning their position, being removed by not adhering to this document or being removed by a majority vote, a new Officer for that position will be elected within 30 days.

A member may decline a nomination for any Officer position.

SIGs (Special Interest Groups)

1. While members are encouraged to build across all themes, Special Interest Groups
2. (i.e. Educational/DACTA classes, Space, Castle, etc) may be formed by members who want to focus on a specific theme.
3. Only current jhbLUG members may form or join a SIG. Any jhbLUG member may assist the SIG without actually joining the SIG. Joining a SIG is not a requirement for joining jhbLUG.
4. The SIG reports their status to the Treasurer and jhbLUG at all scheduled business meetings.
5. The SIG is responsible for organising and running their events. All funds required must be approved by a majority vote from the jhbLUG. Any group property required by the SIG must be approved by the Officers and noted by the Treasurer in the group inventory.
6. The SIG must operate under the same bylaws and operating procedures implemented by jhbLUG. Dues will not be collected within SIGs.

Protection of personal information and Record keeping

1. Information collected from Members are name, surname, email address, telephone number and date of birth.
2. The above information is used for contact purposes with respect to Events and general information.
3. The personal information will be stored on Google drive where only Steering Committee members have access to it. When a Steering Committee member leaves, the committee will change the password for the drive.
4. A password linked to the jhbLUG email address needs to be entered to access the member information.
5. When a member leaves the jhbLUG their personal information will be removed from the Google drive.
6. All group documents and records, including minutes, group building standards, membership roll, group budget, bylaws, voting records and other documents shall be securely archived online and accessible to all Officers. Members are welcome to receive these documents by request from the SC.

Disputes

1. If two or more members cannot agree on a particular issue (which is LEGO® related), one or more Officers, will be contacted to help mediate the issue. Any issue which requires the group's agreement will be voted upon using standard voting procedures.
2. Any decision made by the Officers can be contested and put to a jhbLUG vote, at the request of any member.

Appendix A

Dear Consumer, Customer, Surfer - or even Competitor:

This is a message about copyrights, trademarks, unfair competition and other legal matters. We do not like all the pirate copies of LEGO® elements which we have seen, especially during the past 25 years. We would like to explain why.

National patent, design and trademark laws - not to mention the observance of such laws and associated regulations - differ quite substantially from country to country. In a number of countries, laws against unfair competition do not even exist. Lately, the absence of regulations against counterfeiting, trademark infringements, etc. has confronted the owners of original rights with growing problems from copy producers. Since a total lack of regulations clearly invites counterfeiting and copy production, the LEGO Group naturally welcomes the steps now being taken by some governments to introduce product and trademark protection into national legislation.

We also support the regulation of the European Union on the seizure of counterfeit products and the efforts of the World Intellectual Property Organization (WIPO) and the European Union to strengthen and harmonize the relevant laws. Even in highly developed markets, the laws on protection of intellectual property have loopholes and some defects. Therefore the process of securing enforcement of the rules and adjustment of the law can be very slow.

Obtaining protection against copying of trademarks and products is all too often a difficult, time-consuming and expensive process. The LEGO Group, therefore, cooperates with other manufacturers of branded products on an international basis with the goal of strengthening, harmonizing and simplifying international legislation and enforcement.

A recent survey, among European companies manufacturing branded products, shows that more than 80 percent of the respondents had seen more of their products imitated at least once during the preceding five years. Only about half of them had taken legal steps against the imitators. The other half cited cumbersome procedures, high costs and uncertainty of outcome because of widely varying practices, even within the European Union, as the main reasons for not defending their rights. This makes it all the more obvious that improved legislation within this area is needed.

However, universal awareness that creative products deserve better protection is fortunately increasing. In the LEGO Group, we believe that any original product design should be protected against copying for as long as it is produced and marketed. And that it should be possible to stop such copying and other infringements easily. We also believe that designs, company names and trademarks should not be used in unrelated settings without the owner's consent. Each year, our legal department handles hundreds of incidents involving infringement of our rights, keeps track of developments worldwide and regularly brings infringers to court, making sure that consumers can have confidence that anything bearing the LEGO Group's trademarks or characteristic product features is a LEGO brand product. This is in the best interest not only of our company but also of consumers, primarily children, all over the world. For that purpose, we have defined attitudes and practices

intended to secure fair competition and fair dealing towards consumers. Some of them we can - and do - enforce by legal action. Some of them, we wish could be enforced where breaches occur.

All we ask is that there should be fair play and the possibility for consumers to make buying decisions on an informed basis.

How LEGO® Enthusiasts May Refer to LEGO Products on the Internet

The LEGO Group has become aware that many LEGO enthusiasts around the world are using the Internet to share information and ideas about our products. Several unofficial homepages have been established and there appears to be a great deal of activity and interest in these sites. Unfortunately, some of these sites use the LEGO logo and LEGO trademarks in a manner which may lead to confusion about whether these sites are sponsored or authorized by the LEGO Group.

Therefore, we have developed these guidelines to assist Internet users who wish to refer to LEGO products for non-commercial purposes as to the appropriate way to refer to our LEGO trademarks. However, you should be aware that it is impossible to set hard and fast rules about the proper use of our trademarks. This is because our objective is to prevent a use which, when viewed in the overall context, is likely to lead to a blurring or loss of distinctiveness of our trademarks or cause consumers to believe mistakenly that there is an affiliation with or sponsorship by the LEGO Group. Since use in different contexts may produce different impressions (or misimpressions) on the viewer, generalizations do not always apply to a particular case. Nevertheless, we offer these guidelines and ask for your help in order to keep our trademarks strong and distinctive.

What is a Trademark?

A trademark is a word, symbol or design, including a logo or the shape of goods or of their packaging that distinguishes the goods of one company from those of another company. In some countries, the LEGO Basic Brick is protected by a trademark registration. A trademark also can be used to show the endorsement or approval of the trademark owner for materials bearing the trademark.

A Trademark must be Protected

A trademark must be able to distinguish the goods of one company from those of another. If a trademark loses this ability, the owner may find that it can no longer prevent others from using the trademark. An owner must prevent the improper use of its trademarks to prevent the public from being deceived. This is why the LEGO Group is very active around the world in making sure that its trademarks are not misused.

The LEGO Logo may not be used on an Unofficial Web Site

The bright red LEGO logo has become one of the most recognized trademarks in the world. We have worked hard to make this logo a symbol of high quality creative products for children. The logo stands for the LEGO Group and we cannot risk allowing the distinctiveness of this symbol to be diluted. We must, therefore, insist that the LEGO logo NEVER be used on an unofficial web site.

The LEGO Trademarks may be used under certain Limited Circumstances on an Unofficial Web Site

The LEGO trademarks (but not the logo) may be used in a non-commercial manner to refer to LEGO products or elements which are shown or discussed on a web site, as long as the trademark is not unduly emphasized or used in a way that can lead an observer to mistakenly believe that the site is sponsored or authorized by the LEGO Group.

Proper Use of the LEGO Trademark on a Web Site

If the LEGO trademark is used at all, it should always be used as an adjective, not as a noun. For example, say "MODELS BUILT OF LEGO BRICKS". Never say "MODELS BUILT OF LEGOs". Also, the trademark should appear in the same typeface as the surrounding text and should not be isolated or set apart from the surrounding text. In other words, the trademarks should not be emphasized or highlighted. Finally, the LEGO trademark should always appear with a ® symbol each time it is used.

The LEGO Trademark cannot be used in an Internet Address

The LEGO trademark should not be incorporated into an Internet address. Internet addresses have become useful tools for people to identify the source of a homepage. Using "LEGO" in the domain name would be creating the misleading impression that the LEGO Group sponsored the homepage.

Use a Disclaimer

A disclaimer should be used when the LEGO trademark appears on a Web page. An appropriate disclaimer would be "LEGO® is a trademark of the LEGO Group of companies which does not sponsor, authorize or endorse this site". However, a disclaimer will not serve to undo an improper trademark use. Therefore, use of the LEGO logo or improper use of the LEGO trademark cannot be made proper by including a disclaimer.

What is a Copyright?

A copyright is an exclusive right to make or distribute copies, by any means, of original written and artistic materials. This exclusive right includes the right to make copies in a computer memory.

Scanning Of Copyrighted Materials Into A Web Site

The LEGO Group owns the copyrights to its building instructions, publications and to the photographs used in our catalogues and on our packages. Copying, scanning and distributing these materials on the Internet would be an infringement of our copyrights. Nevertheless, at the present time the LEGO Group does not object to scanning of limited extracts of these materials in unaltered form for non-commercial purposes of exchange of information or good faith commentary. However, scanned /images/info should not be given such prominence as to indicate sponsorship of the Web site by the LEGO Group. We would ask that the photographs be scanned without distortion or overemphasis of the LEGO logo. A disclaimer and notice must appear indicating that the copyrights are owned by the LEGO Group (e.g. LEGO Group. This is an independent site not authorized or sponsored by the LEGO Group).

We hope that these guidelines will address the most frequently asked questions about using the LEGO trademarks and copyrights. We know that most users of the Internet want to respect these rights, but are not always certain about what is permissible. The Internet provides a great new opportunity for instantaneous worldwide communication which allows everyone's voice to be heard. Because the Internet is an evolving mode of worldwide communication, we may find it necessary to revise these guidelines from time to time. We appreciate the interest which has been expressed about our company and our products and hope that this continuing dialog will enhance the exuberance we try to create with our products.