

MAY GM: MEMBERS DIVIDED ON ISRAEL, ALIGNED IN DISDAIN FOR PLASTIC WASTE

July 2, 2024



By Leila Darabi

The May General Meeting kicked off on May 28 at the Prospect Park Picnic House with a charged open forum focused not only on members' differing views on the Israel-Hamas War, but on how those views are communicated. The chair committee reminded members throughout the evening that singling out other members in their statements would not be tolerated and repeatedly asked members to refrain from shouting out comments from the audience.

Members also discussed a proposal to bring back the print edition of the *Linewaiters' Gazette* and a proposal to create a new committee to reduce the Coop's plastic use.

OPEN FORUM

During the open forum, several speakers called on fellow members to embrace civility. (Note: Coop members are not required to share their full names during the open forum.)

Seth Pollack shared that he felt some materials being circulated ahead of the Park Slope Food Coop Board of Directors elections reflected the division among members and stated “the very, very least that I feel we can do is answer the call of civil society groups and join the BDS movement” referring to the Boycott, Divestment and Sanctions campaign.

ONE MEMBER REPORTED THAT LABELS OF ISRAELI PEARLED COUSCOUS HAVE BEEN DEFACED ON THE COOP SHELVES AND CALLED THE BEHAVIOR “PETTY AND UNCOOPERATIVE.”

Jonathan T. claimed that another Coop member had been called a Nazi by another member and that “hate has no place here and neither does BDS.”

Amos reported that labels of Israeli pearled couscous have been defaced on the Coop shelves and called the behavior “petty and uncooperative.”

Several members addressed the ongoing debate around whether the Coop would need to change its bylaws to permit virtual or hybrid meetings and voting by proxy.

Dena Beard stated that she works for the Tow Center for Performing Arts at Brooklyn College, a potential venue to host a GM that included a BDS discussion or vote, and that she felt threatened after receiving a voicemail from a member warning her that hosting such a meeting would incite violence. Tensions peaked when Beard said that one voicemail had come from a member whom she mentioned by name.

MJ reported that Professor Michael Haber had, pro bono, drafted a legal memo after reviewing the Coop's bylaws and that in his opinion the Coop would not need to change bylaws to legally host hybrid or virtual meetings.

Alex also commented on the benefits of virtual meetings, noting that virtual meetings and votes worked well throughout the pandemic.

In response to the open forum, General Coordinators offered some clarifications:

Joe Holtz shared that the Coop's lawyer had reached the opposite conclusion and thought the bylaws would indeed first need to change before a virtual or hybrid meeting could be considered. He noted that the Board had received both decisions.

GENERAL COORDINATOR ELINOR ASTRINSKY REPORTED THAT THERE HAS BEEN AN UPTICK IN NON-MEMBERS ENTERING THE STORE AND CAUTIONED SHOPPERS AND WORKERS TO KEEP THEIR VALUABLES CLOSE AT ALL TIMES.

Ann Herpel also clarified that Brooklyn College had offered to host a GM where a BDS vote could take place but that, before signing a contract, the General Coordinators asked the agenda committee to contact the four members who had previously submitted items related to a vote on the boycott of products from Israel to confirm that these items could be brought to the May GM. Herpel shared that:

"All four members declined the May 28th date and instead requested to postpone their items until after another pending agenda item about changing the 75% supermajority currently needed to approve a boycott was discussed and voted on," and closed stating: "Though it took more years than many would have liked, the [General Coordinators] did fulfill our commitment to secure a location."

TREASURER'S REPORT

Holtz also reviewed the 12-week financial statement shared ahead of the meeting covering the period from April 21 through May 28, 2024. He shared that there has been a 7.65% increase in average weekly sales compared to the previous year, but that he expected this average to fall to around 5% by the end of the year.

Holtz also took questions, clarifying that the Coop currently marks products up 24% over wholesale, a 1% decrease from the previous year, which impacts profits.

COORDINATOR'S REPORTS

General Coordinator Elinor Astrinsky shared what she called a “nuts and bolts” report with updates across a range of topics. Among these, she reported that there has been an uptick in non-members entering the store and cautioned shoppers and workers to keep their valuables close at all times. She also stressed that anyone working a shift should wear close-toed shoes.

ALEX GODIN SHARED THAT “THE COOP FEELS MORE AND MORE LIKE A WHOLE FOODS AND LESS LIKE A COMMUNITY,” LAMENTING THE LOSS OF FREE CHILD-CARE AND THE STORE BULLETIN BOARD.

Herpel read a statement from the General Coordinators taking issue with how their views were characterized during the April GM during a vote on the Coop's HR policies.

COMMITTEE REPORT

Bart DeCoursy of the International Trade Education Squad gave the lone committee report sharing awareness that hearings are ongoing to settle Mexico's ongoing dispute with the U.S. over corn. Mexico refuses to import genetically modified corn, which accounts for most corn grown in the U.S.

NOSTALGIA FOR A PRINT EDITION OF THE *LINEWAITERS' GAZETTE*

For the first of two agenda items for discussion, Alex Godin shared that “the Coop feels more and more like a Whole Foods and less like a community,” lamenting that the loss of free childcare and the store bulletin board during the pandemic also contributed to this feeling. The proposal: reinstate a print version of the Coop’s newsletter, the *Linewaiters’ Gazette*.

Eric Lewis, a former co-coordinating editor of the *Gazette* voiced enthusiastic support and suggested investigating ad sales as a way to cover costs and testing out a new print version for a year to see what worked. The *Gazette*, he said, “is a place for budding journalists... and deepens and strengthens the sense of community [at the Coop]”

Coop member Morgan also shared, in support of the proposal, “print ephemera is an amazing way to create an embodied sense of community.”

Coop member Kian asked what the cost would be to reinstate a print edition. In response, Herpel shared that in the last 30 days, the online *Gazette* has received 31,000 views of articles and 10,000 visitors. She also said that to revive the print edition, the Coop would need to replace several computers, resubscribe to Adobe software and cover the cost of printing.

Staff member Jana Cunningham shared that the Coop is working on adding classified ads to the digital *Gazette*.

Coop member Yasmine also voiced support, noting that digital news can be changed but that “in print, the work of journalists is set in stone.”

TRACY FITZ PROPOSED THE CREATION OF A COOP CLIMATE CRISIS COMMITTEE
AND COLLECTED EMAILS FROM MEMBERS WHO WOULD BE INTERESTED TO JOIN.

In response to a question about the kind of paper used to print the *Gazette*, Herpel clarified that the prior *Gazette* was printed on post-consumer newsprint by a union print shop.

The second and final agenda item, introduced by Tracy Fitz, proposed the creation of a Coop Climate Crisis Committee (4Cs) and collected emails from members who would be interested to join.

“In 2019, the Coop went through 49,000 plastic produce bags a week. We now use 57% of that, 28,200 produce bags a week because we have clamshells instead!” In a lively presentation, Fitz pulled sample bags and plastic clamshells out of a bag and waved them around, inspiring laughter across a room that an hour earlier had felt quite tense. “We’re all addicted, [to plastic]!” she cried. A suggestion to wrap General Coordinators in plastic as an artistic action drew applause.

During the discussion that followed, no one disagreed, but members shared additional thoughts on ways to reduce plastic.

Zoe added that compostable bags also include fossil fuel and aren’t necessarily a safe alternative.

Sunny shared that she had a similar idea to create a committee and asked interested members to email plasticfreefoodcoop@gmail.com to join, noting that she was open to joining forces and creating a single Coop Climate Crisis Committee.

Lois Wilken urged people to read her recent *Gazette* submission “Love Letter from a Mermaid: On Plastics and Your Health.”

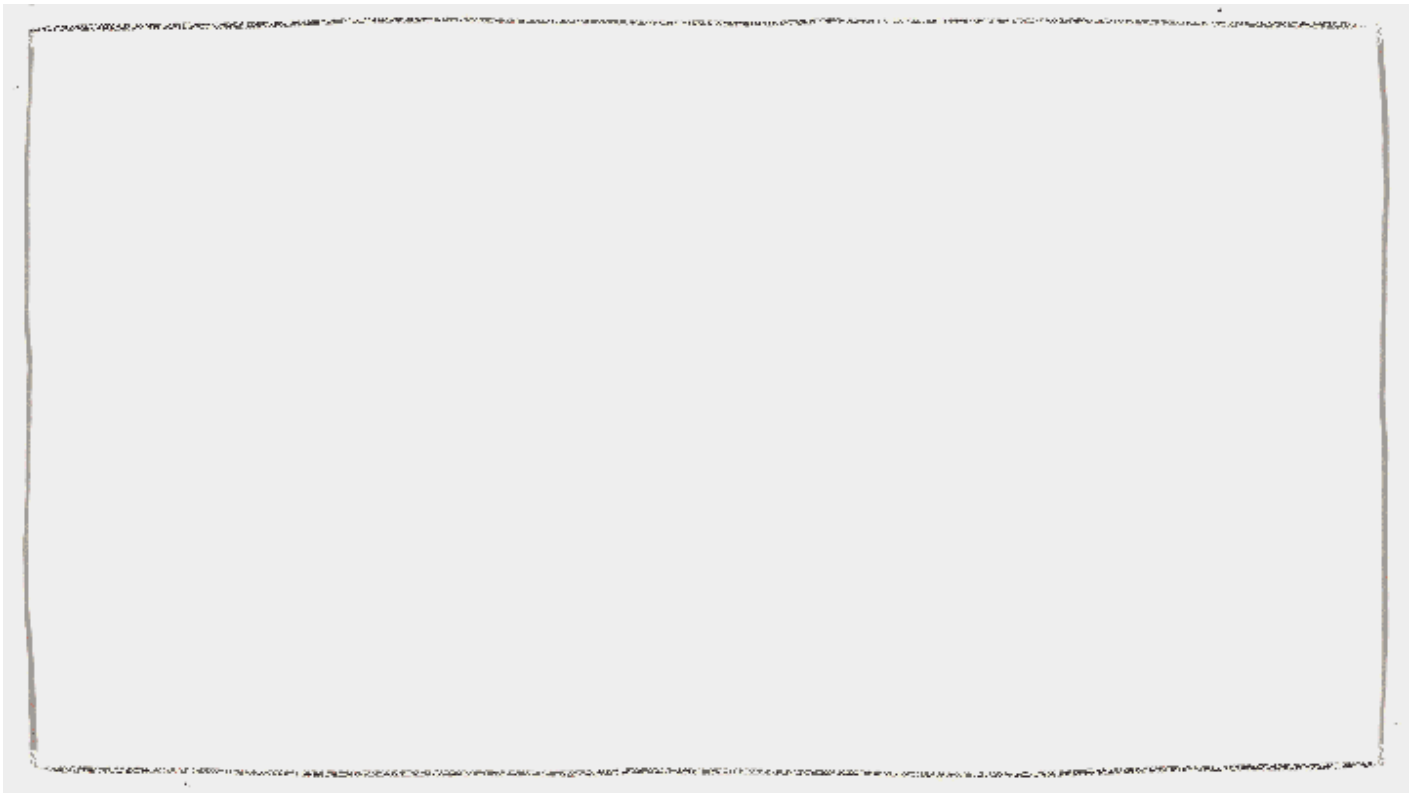
For historical context, Holtz shared that the Coop had in the past banned plastic produce bags, then brought them back. “There’s a lot of education to do,” Holtz said. “We also sell something in aisle four to wash and reuse plastic bags.”

CLOSING

Board member Brandon West called a vote to close the meeting during which the board voted to accept the minutes from the April GM.

NEW AND RESTORED COOP FEATURES: E-CARDS, GUESTS, YOUTH COMMITTEE

July 2, 2024



By Hayley Gorenberg

Recent changes at the Coop—from electronic entry cards, to a retooled guest policy, to a brand new Youth Committee for young adult members—aim to streamline member experiences and address “pain points.” Here are details of the changes:

NEWFANGLED CARD GIZMO FOR ALL!

Flashing a Coop barcode for entry recently got easier for everyone.

Every Coop member can now use their Member Services account to access their barcode and enter the Coop to shop or work. (Any member who has yet to set up the account can register and sign up, as long as they have an email on file with the Coop office.)

As of April 30, 2024, the feature became available to all members, regardless of their smartphone platform or device—a much more egalitarian system than the iPhone-only option that existed for years— courtesy of one member’s donated programming. While the intent was to help, “It’s a nice idea to move away from this thing we never asked to be made and had no control over,” said General Coordinator Matt Hoagland.

“A COOP CARD IS PROBABLY THE BEST THING YOU CAN CARRY IN YOUR WALLET IN THE EVENT YOU LOSE YOUR WALLET,” SAID GENERAL COORDINATOR MATT HOAGLAND.

The web-based feature does not have wallet integration yet, but Hoagland contemplates that aspect in the future. A screenshot will work for entry, and there’s also a print-at-home option. Those conveniences are more reliable than the MacGyver tricks some members have tried where they photograph a physical membership card, and then try to scan an expanded image of the barcode.

Further advantages include no need to replace lost cards anymore, which Hoagland noted “cuts down on plastic use, and saves you \$3.50 and trips upstairs” to the Coop office.

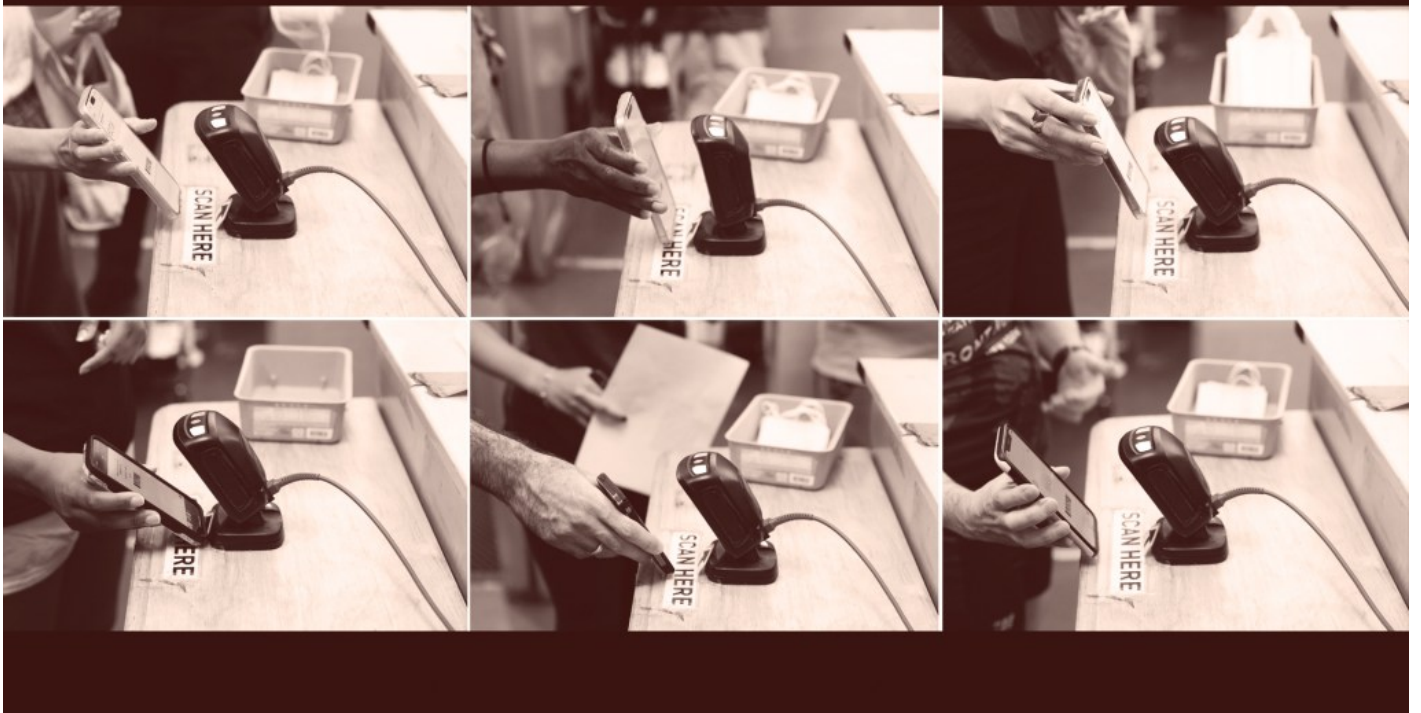
That said, members can still use their physical cards, and Hoagland is a fan for one

particular reason. “A Coop card is probably the best thing you can carry in your wallet in the event you lose your wallet,” he said. The Coop’s contact information leads to calls from good samaritans throughout Brooklyn—and even from other states.

He estimates the Coop gets a few such calls a month, with variations on the theme, “Can you contact this person, and let them know I have their wallet?” The Coop takes the name and number of the caller and relays the information to the member. “We don’t give away your information,” Hoagland said. “We get in touch, and hopefully everything works out. I haven’t heard that it hasn’t. Typically, people are happy to help their fellow human.”







Photography by Michael Berman

BE OUR GUEST! (AGAIN!)

The pandemic-era restriction on Coop guests lifted May 1, 2024. Now, members can bring folks to browse the store (and perhaps tempt them to join) on Tuesdays, Wednesdays and Thursdays. Due to capacity limits on busier “carrot tag” days, guests are not allowed on Fridays, Saturdays, Sundays and Mondays.

The retooled policy allows members four guest passes over the course of a year—sprinkled throughout, or used all at once. Unused passes do not roll over to the next year, and members who are on a leave of absence, are dormant, or whose status does not allow access to the Coop cannot enter as a guest.

Members still check in their guests at the second-floor service desk or membership office, where visitors show photo ID. The check-in includes a review of the Coop’s database, “making sure the guest is not a member who was put on hold or possibly left under bad circumstances,” said Coop Membership Coordinator Karen Mancuso. She added, “There are members who have been kicked out of the Coop for disciplinary reasons.”

Guests receive a sticker to wear on the floor, indicating they are guests, and must comply with the rule that only members shop. The sticker makes improper shopping even clearer, and Mancuso and other Coop staff hope it will reduce instances of that infraction, since enforcing the rule is “never fun for us,” Mancuso said, adding, “but it’s part of our job.”

Most guests are visitors from out of town or people who want to join the Coop. Mancuso summarizes the essence of the revamped policy that lets members bring guests to our collaborative venture: “You want to show [the Coop] off!”

YOUTH COMMITTEE ADDRESSES AWKWARD YEARS

After more than 15 years of “bubbling” tension over young-adult members of Coop households whose undone shifts often undermined their household’s standing, the Jan-

uary General Meeting voted to assign members aged 18–22 years to a Youth Committee—with no associated work shift.

Going forward, these young people—typically college-aged—won’t be “dragging down their households onto work alerts as they get their footing,” said General Coordinator Ann Herpel. “It’s a pain point for them. These can be tension-filled conversations with members about their young adult in their household.”

Membership Coordinators confronting frontline member issues originated the proposal and brought it to the General Coordinators after tough exchanges in which members learned their child was supposed to join at age 18 and the older adults in the household didn’t want them to. “It became a point of conflict,” said Herpel. While “some parents were fine and [their 18-year-old] would sign up, a lot wouldn’t—or a lot would sign up and immediately go on leave.” Or, they would depart for college, return for winter break, and look to come off leave for a couple weeks, and then seek to return to leave status when they went back to school. The tracking was a chore.

The work-exempt Youth Committee does not feature an option to “work ahead” and bank shifts before age 22, though young people can work for other members, “just like any member can work for someone else,” Herpel said. Youth Committee members can attend the GM and participate in the Coop’s decision-making process. At 22, the young person moves into the working pool, unless they leave the Coop.

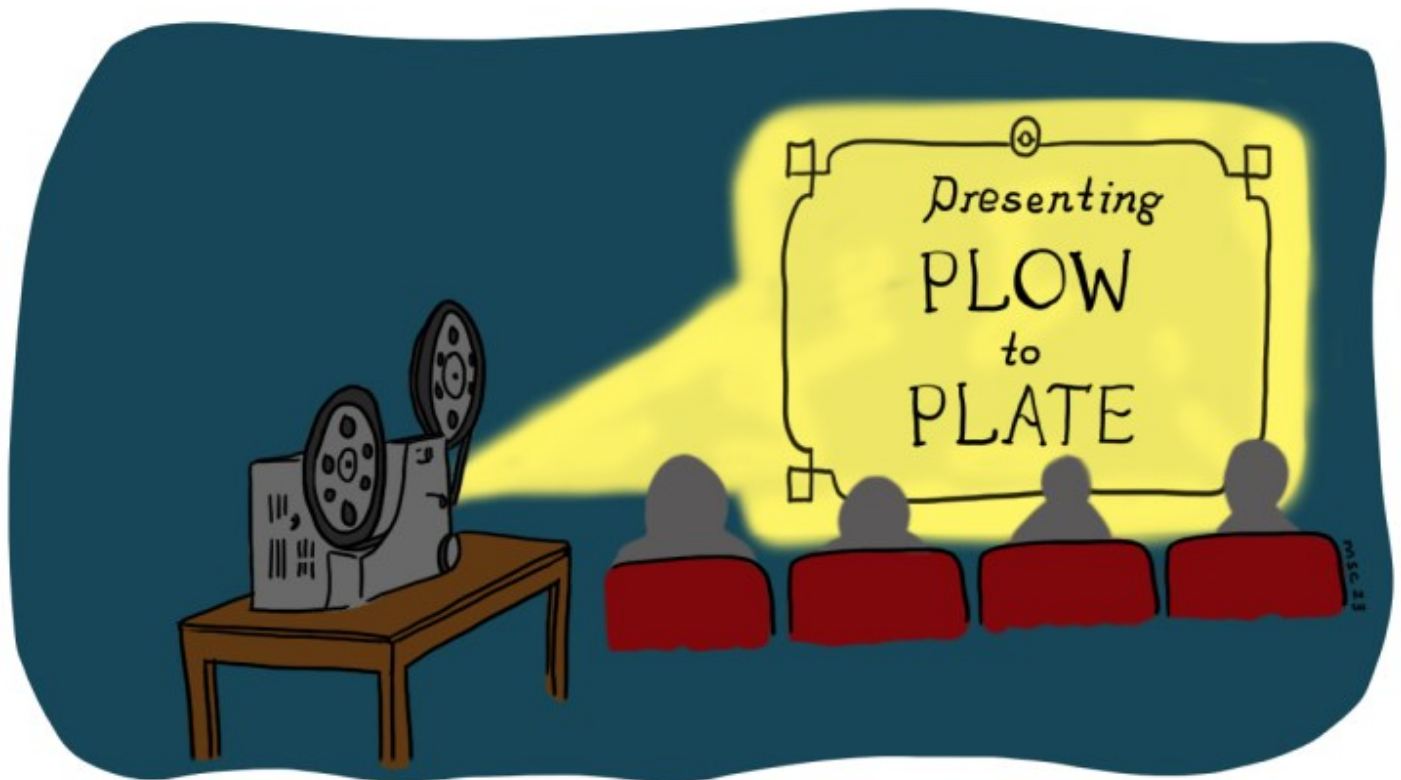
Youth Committee members are not the youngest people shopping at the Coop. For many years the store has offered a “child-of” card, where a child of a Coop member could get their picture taken. While child-of cardholders don’t get their own member numbers, they do receive a card with their picture, identifying them as the child of a parent who is a member, and the card includes the adult member’s bar code.

A child under 18 with a card can shop independently without the adult member present. The card expires on the child’s 18th birthday. Herpel is aware of a child-of card issued to a Coop kid as young as 6. “I think it’s kind of a novelty, in a way,” she said.

Child-of cards are also used by Coop children ages 14–17 years old, who can work shifts for others, as long as they have secured working papers from their school. In those instances, the child-of card specifies “working papers on file,” in accordance with state law.

PLOW TO PLATE FILM SERIES: SUSTAINABLE

July 2, 2024



By Adam Rabiner

In this time of false narratives and misinformation, it is something of a balm to find a movie with a straightforward title, *Sustainable*, which is exactly as it says it is: a documentary that explores in all its nuances precisely what this word means in the context of the food system. The film does this, in part, by answering the major questions that news reporters ask when reporting a story: who, what, where, when, how, and why? Beyond answering many of these basic questions with short stories and explana-

tions, the film follows one major narrative: a year in the life of Spence Farm outside of Chicago.

SUMMER IS AN EXPLOSION OF GREEN, SUNLIGHT, LONG DAYS, SHORT NIGHTS, INTENSITY AND BOUNTY.

The farm, founded in 1830, is now run by Marty Travis, a seventh-generation farmer; his son, Will; and his wife, Kris. Marty narrates the film and describes the feel of each season: Spring is a time of energy flows and rebirth marked by baby plants emerging from the soil and tree buds sprouting from branches. Summer is an explosion of green, sunlight, long days, short nights, intensity and bounty. Fall forecasts the end is near and that the game is over once the ground freezes; it is also a time of abundance. In winter, the main imperatives are keeping warm and ensuring the animals are well fed.

To Marty, the main characteristic of sustainability is the relationships he cultivates and the connections he makes. There are many. Most immediately, he's blessed to work closely with Kris and Will on the farm. Extending from there, he delivers his food to over 30 Chicago restaurants. He considers the chefs to be his friends. To him, it is about "more than rutabagas, more than selling."

Marty also organized a farming cooperative with his neighbors, Stewards of the Land, to plan and sell their products through a single collective channel. Deemed a "visionary leader" by some, he invites his chef friends to his farm for teachable moments. He is an avid student of those he can learn from, such as his friend Greg Wade, a young and talented commercial bread maker, or Gary Reding, a consultant with Advancing Eco Agriculture, a company focused on promoting proper and balanced plant nutrition and soil health.

These "alternative," or non-conventional, agricultural practices and beliefs are a hall-

mark of sustainability. Reding explains that plants have immune systems, just like animals, and those with strong systems can better resist pests, which target the weaker and compromised plants. But, according to John Kempf, a self-taught Amish farmer and the founder of Advancing Eco Agriculture, before we can have sustainable agriculture, which requires healthy soil, we need to have regenerative agriculture, as too much of the land is too damaged.

MARTY SAYS THAT HE HOPES TO HAVE SPENCE FARM CONTINUE TO FLOURISH, NOT FOR SEVEN FUTURE GENERATIONS, BUT FOR 70.

Just as plants, like humans, have immune systems, they also have relationships, including with molecules in the air and chemicals and microbes buried at their roots in the soil. In an animated segment, the film presents carbon sequestration clearly and straightforwardly. Plants take carbon dioxide from the air into their leaves and turn it into a sugary liquid, which they exude into the soil, where it feeds microorganisms.

If the soil is not destroyed by tillage or chemicals, the carbon becomes part of the microorganisms' molecular structure, potentially for generations. This long-term thinking and perspective is a hallmark of sustainability. Marty says that he hopes to have Spence Farm continue to flourish not for seven future generations but for 70.

If, for Marty, the hallmark of "sustainable farming" is his various relationships, the movie fleshes out the phrase in all its complexity and meanings. Other notable words and concepts the film covers include local, seasonal, small-scale, healthy, organic no-till, traditional, non-conventional, community-oriented, regenerative, fruits and vegetables vs. commodity-based, diversity vs. uniformity and monocrops, cover crops, chemical-free, nitrogen fixation, natural, externalities, soil health, moisture retention, variety, seed preservation, compost, subsidies, scalability, yield vs. quality, culture, way of life, efficiency, ethics, seed preservation, genetic diversity, nutrition, carbon sequestration, resiliency and quality of life.

Perhaps the word *sustainable* gains meaning through time spent selecting fruits and vegetables in the produce aisle of the Park Slope Food Coop or chatting with a seller at the Grand Army Plaza farmers' market. The word is variegated, but the film *Sustainable* is a good place to contemplate what the word truly means to you.

Sustainable July 9, 2024 @ 7 p.m.

Screening link: <http://www.plowtoplatefilms.com/events/>

To be added to our mailing list for future screening announcements, please email a request to plowtoplate@mail.com.

PERSONNEL POLICIES LEAD TO COOP DIVIDE

July 2, 2024



By Sanoja Bhaumik

At the April 30 General Meeting, General Coordinators Joe Holtz and Lisa Moore introduced an agenda item to update personnel policies, which they described as outdated compared to current human resources (HR) practices. In a surprising turn, the item was rejected, in part because of organized opposition from PSFC Members for Palestine.

Prior to the meeting, PSFC Members for Palestine published a memo arguing that the proposal “concentrates even more executive power in the hands of the General Coordinators,” with “alarming” implications for labor practices and union busting.

Those opposed to the group have since responded. Ramon Maislen, candidate for Board of Directors, wrote in a recent *Linewaiters’ Gazette* letter to the editor, “[The

PSFC Members for Palestine] are encouraging members to vote against Coop interests even when they are unrelated to a boycott.”

THE QUESTION REMAINS: HOW DID AN AGENDA ITEM RELATED TO EMPLOYEE HANDBOOKS BECOME SO DIVISIVE?

In addition to the debate around the proposal’s content, the vote itself was controversial. There were not enough written ballots, and the Chair Committee was forced to initiate two hand counts, both of which resulted in the rejection of the proposal. Park Slope Food Coop staff and PSFC Members for Palestine both criticized the lack of organization. But the question remains: How did an agenda item related to employee handbooks become so divisive?

THE PERSONNEL COMMITTEE

Holtz and Moore first proposed changes to the personnel policies at the March GM. They designed the proposal to address “deficiencies” in current policies and centralize all policies in a single place.

PSFC Members for Palestine voiced several concerns, writing that the proposal did not “address the problems that led to the Personnel Committee’s current dysfunction.” In a statement to the *Gazette*, the group added, “The proposal’s language was unclear. The first and second paragraphs contradicted each other.”

The first clause states that the “GCs shall be solely responsible for all personnel-related matters,” while the second states that the “Personnel Committee, in collaboration with the General Coordinator team, shall be solely responsible for all personnel-related matters.”

The proposal consolidates Coop HR practices already in place, and therefore may not

alter the GCs' authority over HR. Jana Cunningham, Membership Coordinator, wrote to the *Gazette*, "The identical HR practices are listed in several different GM mandates. General Coordinators have the responsibility for HR and the authority to take disciplinary actions, in accordance with the Employee Handbook in regards to the Area Coordinators, this remains the same."

PSFC MEMBERS FOR PALESTINE STATED, "PEOPLE ALSO WANTED TO KNOW WHY THE PERSONNEL COMMITTEE HAS REMAINED SEVERELY UNDERSTAFFED FOR ABOUT 15 MONTHS. THE PROPOSERS DIDN'T ANSWER."

The Personnel Committee was created in 1981 to be a five-member elected council. Its mandate, as reiterated by the Committee in 2022, has been the following: "The Committee is an elected group of members that serves in an advisory capacity to the General Coordinators, supporting them with personnel matters such as performance evaluations, succession planning and developing human resources policies."

At present, the Personnel Committee only has two members. Speaking about the March GM, PSFC Members for Palestine stated, "People also wanted to know why the Personnel Committee has remained severely understaffed for about 15 months. The proposers didn't answer."

In July of 2022, the Committee faced intense criticism after suspending Holtz without pay for 30 days after he breached COVID-19 protocols. In August of 2022, in a letter published in the *Gazette*, Safe Food Committee staff member Margaret Maugenest wrote, "One has to wonder about the agenda of the Personnel Committee. Who are these people? Why is there no appeal process to challenge the Personnel Committee's decision?"

In another letter published in November of 2022, Coop member Claudia Joseph added, "It is time to rethink the structure of the Personnel Committee: Five members who

were elected by uncontested vote are clearly not qualified to wield this much power.”

DEBATING THE PROPOSAL

The Personnel Committee proposal introduced by Holtz and Moore was ostensibly designed to address structural issues that became apparent in the aftermath of Holtz’s suspension. But it remains unclear how the proposal updates policies to meet “widely accepted HR practices.”

Holtz and Moore noted that the proposal had been designed with consultation from the two-member Personnel Committee and with input from an employment lawyer recommended by the National Co+Op Grocers. On its website, the latter describes itself as “a business services cooperative for retail food co-ops located throughout the United States.”

Cunningham noted that the GC proposal would correct the Coop’s current practices, some of which she called “outdated and potentially libelous.”

At the March GM, the GCs agreed to take members’ feedback into account when reintroducing the proposal at the following meeting. The policy introduced in April returned with one addition: “The complaint policy includes the provision to employ a neutral third-party employment lawyer to thoroughly investigate these complaints and provide recommended courses of action for any offenses committed.”

THE LETTER ALSO CRITICIZED THE “POLITICIZED EFFORTS”: “THE PSFC MEMBERS FOR PALESTINE GROUP ENCOURAGED THEIR MEMBERS TO VOTE AGAINST THE BEST INTEREST OF THE COOP AND THE STAFF.”

No alternative proposals—such as contracting an outside HR service to bear responsibility for all personnel issues—were considered. PSFC Members for Palestine comment-

ed to the *Gazette*, “No proposal, including one presented by a general coordinator, is automatically entitled to a yes vote. A new proposal must address the ambiguities and contradictions that a majority of members voted down in April.”

Following the April GM vote, a group of 43 Area Coordinators—non-GC paid staff at the Coop—signed a letter to the Agenda Committee criticizing the “no” vote and the handling of the agenda item.

The letter also criticized the “politicized efforts” of the PSFC Members for Palestine: “The PSFC Members for Palestine group encouraged their members to vote against the best interest of the Coop and the staff and we believe this leaves the Coop vulnerable to any potential wrongdoing by senior staff.”

The letter supports the GC’s GM proposal, stating that it puts “the Personnel Committee and the General Coordinators in a better position to make much needed decisions on personnel issues that are currently not possible.” Despite this expressed backing, the letter also proposes significant amendments to the GC proposal—amendments yet to be introduced in the April GM.

The Area Coordinators’ amended proposal excludes the first item of the original GC--supported proposal, which places responsibility for personnel-related matters in the hands of the GC. Instead, the amended proposal suggests: “The Personnel Committee, in collaboration with the General Manager and General Coordinator team, shall be responsible for the hiring, compensation and employment policies for the General Coordinator team.”

The amended proposal also sets forth a plan for selecting the Personnel Committee—a feature absent from the original proposal—that would include the participation of two GCs, the General Manager and four Area Coordinators.

While the amended proposal diverges from the GC proposal with these two changes, the Area Coordinator staff who signed “resent this [GC] proposal having been hi-

jacked by a member group whose purpose is unrelated to the matter at hand.” The letter continues, “Nothing in the GC proposal mentions Palestine.”

This concern was echoed by individual staff. Cunningham, who signed the letter, commented to the *Gazette*:

What concerns me is that an organized group of members can make a statement like “the GC proposal had alarming implications for labor practices and union-busting,” which was inflammatory and completely inaccurate, influence others to vote against the best interest of the Coop staff and put the Coop at financial risk.

WHAT COMES NEXT?

Personnel policies will undoubtedly reemerge as a central issue in future GMs, but the discussion risks veering into debate around PSFC Members for Palestine’s tactics and right to organize.

Responding to criticism around their involvement, the PSFC Members for Palestine stated:

We believe meaningful member participation strengthens our democratic governance system and upholds our cooperative principles[...] Rather than acknowledging the weaknesses in their proposal, the GCs chose to undermine our Coop’s democratic tenets by vilifying member engagement.

For Cunningham, the most important step is to move forward with changes to the personnel policies. “My colleagues and I (more than half of the ACs) firmly support the GC proposal and want to see its implementation as soon as possible,” she added.

Amid the debate, all seem to agree that the most important goal is for the Coop to be a safe, welcoming work environment, in which issues of fairness, discrimination and labor standards can be handled in a confidential and professional manner.

CROSSWORD PUZZLE: KING

July 2, 2024

