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# LINEWAITERS'

## GAZETTE

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Volume JJ, Number 25

December 10, 2015

## Member Gets Five-Year Ban for Stealing Shifts and Breaking Other Rules

By Tom Moore

**T**he Coop's Hearing Officer Committee has banned a member for five years for stealing shifts, shopping when suspended and using her squad leader's number to shop.

The member, whose identity will not be revealed to protect her privacy under Disciplinary Committee procedures, had asked for a hearing when accused of four violations of Coop rules:

1. Theft of services, defined as shopping while suspended after a grace period has expired.

2. Theft of services, including misrepresenting work performed connected to signing in and not completing a shift.

3. Theft of services, such as falsifying work or attendance records.

4. Theft of services, such as failing to fulfill the Coop's work requirement, including failure to make a good faith effort to complete makeup shifts.

The member was found guilty of the first, third and fourth theft of services counts by votes of 7-2, 9-0 and 7-2, respectively. It was all decided by the nine member, so-called "Deciding Group." That group is randomly drawn from the general membership and was contacted by the Hearing Administration Committee. For this particular hearing, a three-person panel then decided the punishment. In this case, it was a five-year suspension from the Coop. Additionally, if after five years the person decides to rejoin the Coop, she will be banned for two years from working on the closing shift and will have to do four make-ups owed,

including the one she signed in for but never worked.

A squad leader and a co-squad leader who were connected to the case and were part of this shift are also gone. Both of them resigned from the Coop but details surrounding their departures were not available at deadline. ■



ILLUSTRATION BY NINA FRENKEL

### Some Background on the Hearing Process

- The Coop's Disciplinary Committee is a squad made up of Coop members who investigate complaints about Coop members who are accused of breaking the Coop's rules or similar problems.
- The Disciplinary Committee can then make recommendations as to disciplinary actions.
- The hearing process runs with three independent committees, which come together when a hearing is requested. The three parts are the Disciplinary Committee, the Hearing Administration Committee and the Hearing Officer Committee.
- Some options for someone who is accused of breaking Coop rules could include a warning, mediation or a demand for restitution. If the charges are serious enough, the accused can also be offered a choice between resignation or a hearing.

## Coop Event Highlights

**Fri, Dec 11 • Wordsprouts:**  
**New York City History Night** 7:00 p.m.

**Thur, Jan 7 • Food Class:**  
**Food For Fuel: Winter Fare** 7:00 p.m.

**Fri, Jan 8 • Wordsprouts: Young-Adult Fiction** 7:00 p.m.

**Sat, Jan 9 • Auditions For Our Coop Kids' Variety Show**  
2:00-4:00 p.m.

Look for additional information about these and other events in this issue.

## Another Day in Paradise with Jorge



PHOTO BY SUSAN STEINBROCK

**Receiving Coordinator Jorge Jimenez, who is retiring at the end of December.**

By Pat Smith

**I**t's 4:30 a.m. on a Monday morning. While most inhabitants of the so-called city that never sleeps are snug in bed, churning through a final REM cycle, produce delivery trucks have already begun to line up in front of the Coop, their drivers eager to unload and move on. And there to meet them, sharp-eyed and smiling, is Receiving Coordinator Jorge Jimenez.

"I always greet the drivers by their name," Jorge said. "They are all bang-bang-bang in a hurry because they all

have routes, right? I accommodate them, make sure they have what they need, shopping cart, U-boat, whatever. But it always works in my favor, because when they're done it's one truck less waiting on the block—I have to get 'em out! What we are able to accomplish between 4:30 and 8:00 when the Coop opens, people have no idea. On Monday [Nov. 23] we handled 42 pallets of produce. It was amazing!"

Accomplishing things before the crack of dawn

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### Next General Meeting on December 15

The December General Meeting will be on Tuesday, December 15, due to the holidays. The GM begins at 7:00 p.m. at **St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.**

The agenda is in this *Gazette*, on the Coop website at [www.foodcoop.com](http://www.foodcoop.com) and available as a flier in the entryway of the Coop. For more information about the GM and about Coop governance, please see the center of this issue.

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Another Day

CONTINUED FROM PAGE 1

comes naturally to Jorge. “I’ve been up early all my life,” he said. “When I was a kid in Colombia, I was raised by my aunt and my grandmother. My aunt had a bakery. I would always get up every day at 4:30 in the morning. At 12 years old I was driving a GMC pick-up truck with a starter button on the floor, driving with my aunt to get milk, to get flour. It’s good to get up early in the morning. You get things done.”

A Very Extended Visit

Jorge’s voyage from Colombia to Park Slope was an unexpected one. “I was 20 years old and on my way to India,” he said. “But from Colombia I had to go through New York. I happened to be walking through the Village and I saw a man named Swami Satchidananda. He was lecturing at Queens College. I went and I listened to him, and I realized I didn’t have to go to India. I didn’t have to go anywhere, I just had to be what I am. So I never went to India. But maybe I’ll go now, after I retire. I might go there on vacation.”

Retire? Now? That’s right. After 22 years as a Coop Coordinator, Jorge is retiring at the end of December. “I started officially working at the Coop as an employee in December of 1993,” he said. “I was hired as a Receiving Coordinator and I was asked to buy meat. I’m vegetarian since I was 19 years old. I had no idea about any meat parts; I didn’t know what a boneless breast was, but, okay,

that was the job, so I did it. But I really had no idea. Eventually I moved over to produce. It was more natural for me.”

More Than Fruits and Vegetables

Though produce was an easy fit for Jorge, he disliked being pigeonholed. “I understand—I had to—that there have to be departments in the Coop, but I don’t like it,” he said. “I love the Coop, period. To me, once things get compartmentalized, people begin to only do this, or they only do that. I never felt that I should only be only a ‘produce person.’ I want to be a ‘Coop person.’ I wasn’t bored with dry goods; I wasn’t bored with frozen. But I like to work early in the morning, and early in the morning is when produce happens.”

“As a kid I was always interested in the seasons. Clocks weren’t important in my upbringing. There was rainy season, harvesting season, planting season. And I was interested in the elders who were taking plants and healing people. You would go to a doctor, and if the doctor’s cure didn’t work for you, you’d go to a healer. They would supply you with something, and hey, it works!”

“There is something more than what we see, but we’ve forgotten it. It was always there, but we completely forgot it—it is our essence. We are part of the earth, nothing else. We are earth that walks, earth that works, earth that thinks, earth that eats. We are part of the planet.”

Handling with Care

How does Jorge keep his cool in the midst of the hectic morning deliveries? “I understand the operation and what has to happen in order for us to be efficient and accomplish the tasks that we have to accomplish,” he said. “You have to see two or three things ahead so you can get them done. There is pressure, there is intensity, but our members come to work; they don’t come to fool around. Sometimes during a shift I’ll ask someone to help me—I say, you’re going to be my right hand and my left leg. They get it. You treat people nice, you put the right person with the right job. Sometimes other things take priority, you have to ask someone to change up, but I don’t like to ask someone to switch tasks more than once or twice in a shift, otherwise they’ll feel like they’re juggling.”

“I think it would be great if we had a warehouse, where we could store some things nearby. It would make our life

much easier. Because right now there’s so much pressure to make things fit. We could, at our own discretion, bring a truck at four in the afternoon, so we wouldn’t bother our neighbors. But we do things at the Coop very slowly. If you make suggestions, our Coordinators will listen to you. They weigh things, but it will take time to implement it. It has to, we cannot make mistakes.”

What advice would Jorge offer to a new Coop Coordinator? “More than my advice, I would like that the person have a good spirit of service,” he said. “You have to be willing to serve the members. That’s basic. You don’t come to the Coop to become a millionaire. You come to be part of the community. And I would say you have to be reliable. That’s very important because we all count on each other. We all have times when we can’t show up, but when a person is abusing it, it’s no good. And you have to be willing to pri-

oritize, stop what you’re doing, help somebody who needs it. Be willing to serve and be reliable. Because everybody’s counting on you.”

Making Bad Days Good

Are there any days that stick out as his best days at the Coop, after 22 years? “To me there are no bad days or good days,” Jorge said. “Every day is just a day and they are always different. Some days you come in and shovel snow to make room for things to come into the store. Some days the belt isn’t working and we have to figure out how to get stuff to the basement—and bring it up again to put it on the shelves. Things happen, things break down and we have to improvise. It’s a challenge but that bad day becomes a very good day, because nevertheless, we accomplished what we’re supposed to accomplish. Because of my upbringing and who I am, every day at the Coop is another day in paradise.” ■

Looking to help new coops form in Brooklyn while getting a tax deduction?

Support the Fund for New Coops—a project of the Park Slope Food Coop.

THE FUND FOR  
NEW FOOD COOPS  
a Project of the Park Slope Food Coop

The Fund for New Coops will make low-interest loans to start-up coops that use the full-member labor model like ours. Loans will be extended to qualified start-ups to address problems and maximize the chances that start-ups will flourish.

How can you donate?

- Use the scannable Fund for New Coops donation cards available on the shopping floor
- Donate directly from the Coop’s website, foodcoop.com. Follow the link for the Fund for New Coops and select the DONATE button
- Mail a check—made out to the Fund for New Food Coops—to: FJC, 520 Eighth Ave., 20th Flr., New York, NY 10018

Help nascent coops that want to use our model: Contribute today!

Sudoku

Sudoku is a puzzle. You are presented with a 9x9 grid of squares, and that grid is divided into 3x3 zones. You solve the puzzle by filling the empty squares with single-digit numbers so that every zone, column and row uses each of the numbers from 1 to 9.

	6							
	1				9			
		3	8			6	2	
				2				
9			3	5		2	6	7
				1	8		3	4
				3		9	4	
					7		8	5
4	9				2	3		

Puzzle author: Abdul Powell. For answers, see page 16.

RECYCLE GALORE!



WHAT'S BEING COLLECTED:

- Toothpaste tubes, any brand and size (toothbrushes OK too)
- Baby food pouches and caps (any brand)
- Energy bar wrappers (any brand but only energy bars—no other wrappers please)
- Brita filters (other filter brands okay) plus other Brita filter—related items
- Plastic food storage zip lock bags (any size), plastic cling wrap, and small bulk bags (NO PLASTIC ROLL BAGS OR SHOPPING BAGS)
- Cereal bag and cracker bag liners or bulk cereal bags (any brand)



WHEN: 2nd Wednesday of the month, 4pm - 6pm  
4th Saturday of the month, 2pm - 4pm  
Check foodcoop.com for holiday dates.

WHERE: Outside in front of the Coop or inside during inclement weather  
PSFC / TerraCycle Recycling Collections

The vote is in and members at the May GM unanimously voted to create work shifts to collect a variety of hard-to-recycle packaging in partnership with TerraCycle.

Save up your eligible waste for upcoming collection dates.

QUESTIONS: ecokvetch@yahoo.com

LEARN MORE: www.terracycle.com

Note: Presort and separate items by category. No need to clean or remove labels. Do not bring items other than those listed here.



# November 17 General Meeting

By John B. Thomas

Tensions ran high throughout the November 17 General Meeting, with a passionate Open Forum discussion, continued questions on the SodaStream boycott, and significant discourse on the governance and role of the *Linewaiters' Gazette*. Appeals were made on multiple occasions for meeting participants to refrain from interrupting the proceedings and to exercise more cooperative conduct.

## Coordinator Reports

General Coordinator Mike Eakin presented the Coop's financial situation as of the 40-week mark of the fiscal year. According to Mike's statement, the Coop is operating at a margin of 16.83% (compared to a benchmark of 17%). Had the Coop marked up its products as larger coops do, sales would have been \$13 million higher, which, according to Mike, "reflects savings through work for the Coop."

Sales were up from this time a year ago, partly due to increased membership and partly due to increased sales per member. Mike noted that the previous Sunday (November 15), Coop membership hit an all-time high of 16,699, up 1.9% from two years ago (which was when the Whole Foods opened). Mike also noted that the Coop recently paid off all of its loans, and that out of the \$600M in sales over the 37 years of the Coop's corporate existence, the Coop achieved retained earnings of more than \$1M, reflecting that the Coop, in Mike's words, was "just breaking even."

After a brief announcement by General Coordinator Elinoar Astrinsky on the impending "explosion of pies" expected for the Thanksgiving holiday, the meeting turned to the Committee Reports.

## Committee Reports: Disciplinary Committee

A brief presentation was made by the Disciplinary Committee, describing how the committee functions and providing an update on an ongoing dispute that was the subject of an impassioned Open Forum presentation.

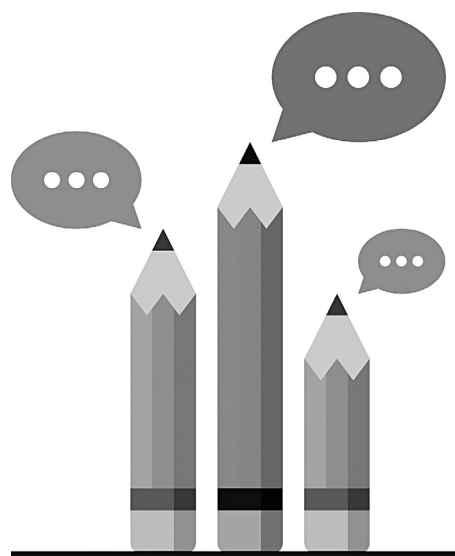
In summary, the Disciplinary Committee is made up of 7-16 members elected to three-year terms at the General Meeting. The primary function of the committee is to investigate complaints around misconduct, which usually involve cases of steal-

ing product or "time theft"—that is, members who do not fulfill their full workslot time commitment.

The presenter spoke of a recent hearing where a Coop member had been asked to resign or go to a hearing. The member chose to have a hearing. At the hearing, the Coop member was found to have committed several violations. The member and her household were suspended for five years. Should the member choose to return to the Coop, she will be responsible for makeups.

## The Linewaiters' Gazette

An extended presentation was then made by Erik Lewis, Co-Coordinating Editor of the *Linewaiters' Gazette* (along with Joan Minieri, who did not present), on recent changes to editorial policies.



Erik opened with these words: "The Editorial Committee has been grappling with the balance of supporting Coop members to communicate their ideas openly, and to keep discourse civil. An overarching spirit of cooperation is required to sustain the Coop, and the *Gazette* is fundamental to maintaining that spirit. The discourse in its current form around BDS and anti-BDS is threatening that spirit of cooperation."

Erik outlined the ways in which Editors of the *Gazette* have tried to balance open discourse with civility, noting hate speech, serial and redundant submissions, and robo-form Letters to the Editor as just some of the tactics currently being combatted. And while noting the importance of open discourse, Erik also commented that "this incivility is proving poisonous" and "the discourse in its current form discourages writing and reading of the *Gazette*."

Most notably, a new policy was proposed designed

to apply to any topic that usurps and dominates the pages of the *Gazette*. The policy is described below:

*After considering various options regarding how to balance the need to allow Coop members to express themselves on Coop matters and the need to keep any one topic from dominating the editorial pages of the Gazette, thus discouraging other writers and readers, and the need to keep Gazette discourse civil and in keeping with the cooperative, inclusive and respectful nature of the Coop, the Editorial Committee and the Leadership Committee of the Linewaiters' Gazette have adopted the following policy regarding Letters and Member Articles.*

*For topics that generate a large number of submissions (letters or Member Articles) serially and continuously over an extended period of time, the Gazette will not necessarily publish all submissions, but the editors will use their editorial discretion to select a small number of submissions (whether letters or Member Articles) from each side as representative of that viewpoint of the issue. The selected submissions will also adhere to the current guidelines of civil discourse and should serve to advance the discussion in new ways.*

Erik closed with the following statement: "Editing is more art than science. The goal of editors is to be fair, to let Coop voices be heard while upholding the principles of the Coop." He also invited comments at the email address: [lwgfeedback@yahoo.com](mailto:lwgfeedback@yahoo.com).

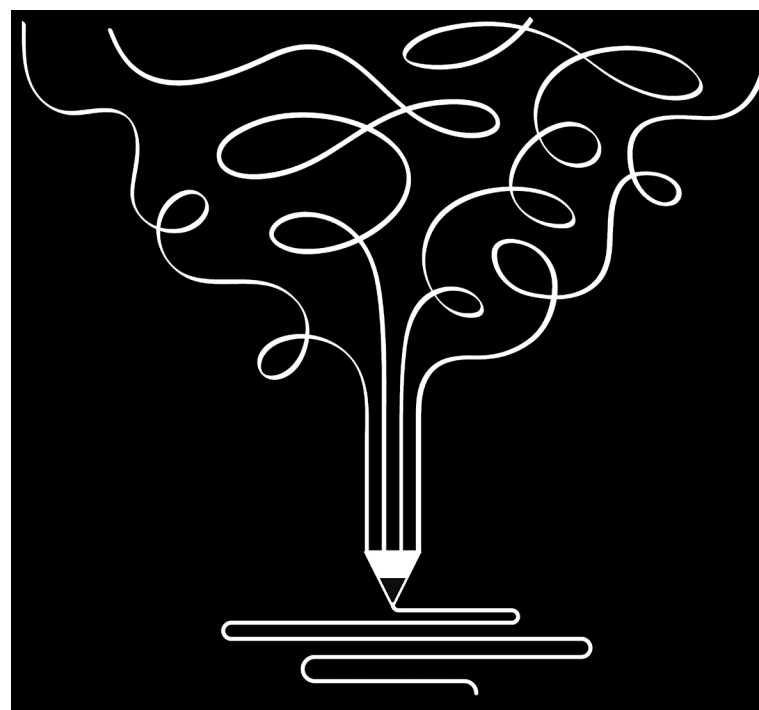
## International Trade Committee

Bart DeCoursy and Eliza Hetterly presented on the Trans-Pacific Partnership, an international trade agreement between 12 Pacific Rim countries on matters of economic policy. Participants were encouraged to Google it, or to review the International Trade Committee blog, which can be found here: <https://coopites.wordpress.com/>



A large group of members turned out for the November 17 General Meeting at St. Francis Xavier's auditorium.

PHOTO BY ROD MORRISON



## Agenda Item 1: Interim Agenda Committee Election

Glenn Moller of the Agenda Committee introduced Pinny Lew, the latest candidate for the Agenda Committee. Lew made a brief statement and answered questions on his qualifications. He was elected via paper ballot with 129 yes votes, 12 no votes and 4 abstentions. Moller reminded the membership that the Agenda Committee is the group responsible for setting the agenda for each General Meeting.

## Agenda Item 2: Linewaiters' Gazette Policies

A lengthy discussion proceeded on the recent changes to editorial policies of the *Linewaiters' Gazette*, led by Jan Clausen. Jan and colleagues suggested that *Gazette* editors are suppressing voices, which the presenters viewed as a worse violation of Coop principles than the negativity outlined by Erik Lewis in his previous statement. The presenters proceeded to out-

line a brief history of what they called "suppression and censorship" by the *Gazette*, taking issue with specific aspects of the new editorial policy, and reciting excerpts from letters written exclusively by the presenters related to the controversial and highly charged BDS topic.

Jan and colleagues offered a proposal for discussion: "*Gazette* editorial policies shall incorporate member feedback via a collaborative drafting processing, including GM discussions, and must be approved by the GM prior to implementation."

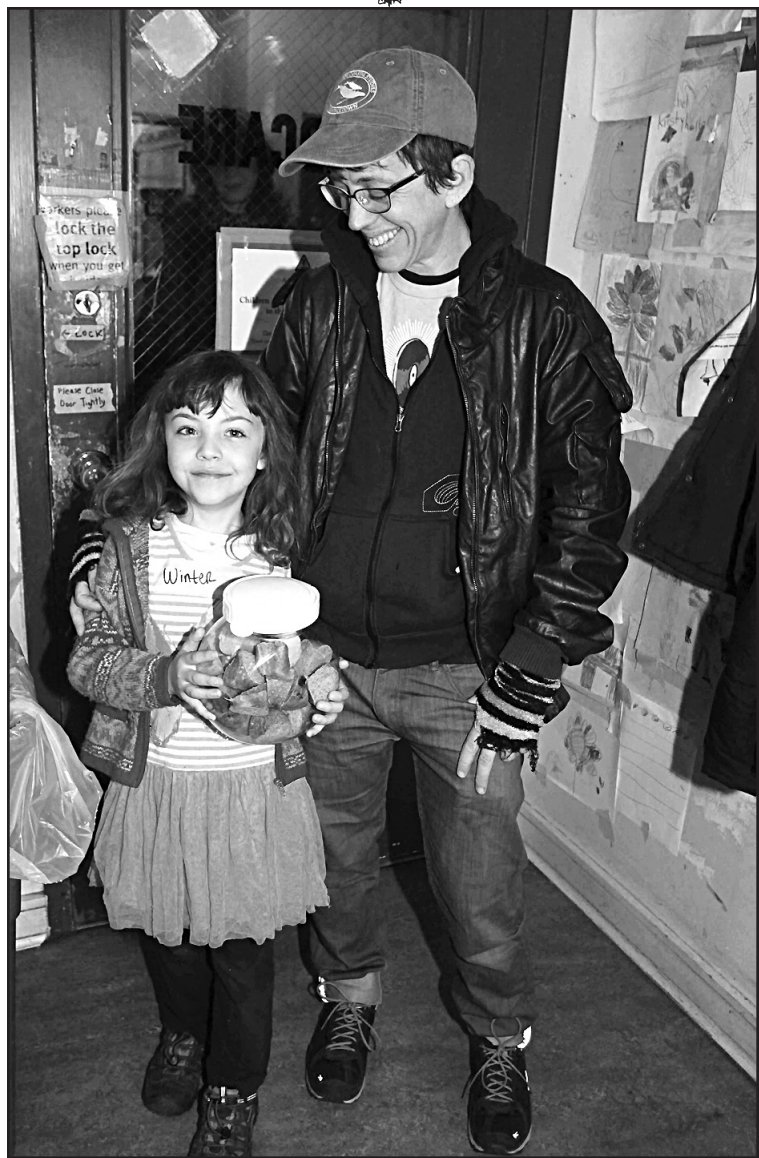
During the open discussion, the issues at stake were the following: First, *Gazette* governance and editorial policies. Second, proposals to reform those policies, and third, the use of the *Gazette* as a forum for debate on BDS.

On the first topic, Erik Lewis clarified that the *Gazette* was set up as a service to members to provide an open forum for discussion that is independent from management. The *Gazette* has eight editors, including two Coordinating Editors. These Editors are all experienced journalistic professionals. As editors

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# Kids'-Eye Views on Coop Childcare



Gazette Reporter JD Davids poses with her five year old, Winter, and the Coop childcare room's bagel bowl. Winter came up with the idea for this story.

By JD Davids

My almost-six-year-old child loves the Park Slope Food Coop childcare. She is always eager to dive in, with barely a glance back at me, and says there are great toys. I love the childcare, too, even more so after a recent trip when the room was at capacity and I had the rare experience of having to navigate the crowded Coop floor with my kid as an eager, opinionated co-shopper.

When she heard I was taking on a workslot as a *Linewaiters' Gazette* reporter, my daughter urged me to do a story about the childcare. So I figured I'd turn over the mic to a handful of Coop kids to talk about the childcare for themselves—their likes and dislikes, and any suggestions they have for this crucial Coop enterprise.

I asked some parents to chat with their kids, asking a few basic questions about their experiences. The answers—with no shortage of annotations and comments from parents—came in via email, text (including

a texted photo of a friend's neighbor's kid's responses written in adorable 6-year-old scrawl), Facebook and one long-distance phone chat over Thanksgiving weekend.

Even with this small and non-scientific sample, the content and variety of answers were informative—though I guess I'd expected

more about the bagels.

For those who may not know, the Coop provides a small bin of bagel chunks which can be dispersed to the kids. In my time as a worker in the childcare room, as well as a parent whose kid clamors for them, I've seen how the pursuit of bagels can be a central pursuit of kids in the room.

They did make an appearance twice, one pro and one con—but even despite significant prompting, my own usually very vocal and bagel-focused child persisted in having no comment on the topic. Under duress, she finally acknowledged, "I do like the bagels." In good faith, I've exempted it from the responses below, though.

Here's what the kids said:

## What's your favorite part of the childcare?

Elliot, 4: *Playing with the Batmobile, the big blocks. I built an old-fashioned tower and an old-fashioned stairway.* (Let it be noted that his parents chimed in to add that Elliot also used the blocks to fashion a replica of the Vasa, a 17th century Swedish ship he'd seen in a photo.)

Flynn, 4 1/2: *The Coop has trains!*

Winter, 5 3/4: *Toys.*

Seraphina, 6: *Playing in the childcare room. There is paper where you can make stuff and draw. And blocks that look like bricks and regular blocks and Legos. I don't usually play with them but my favorite are the ones that look like bricks.*

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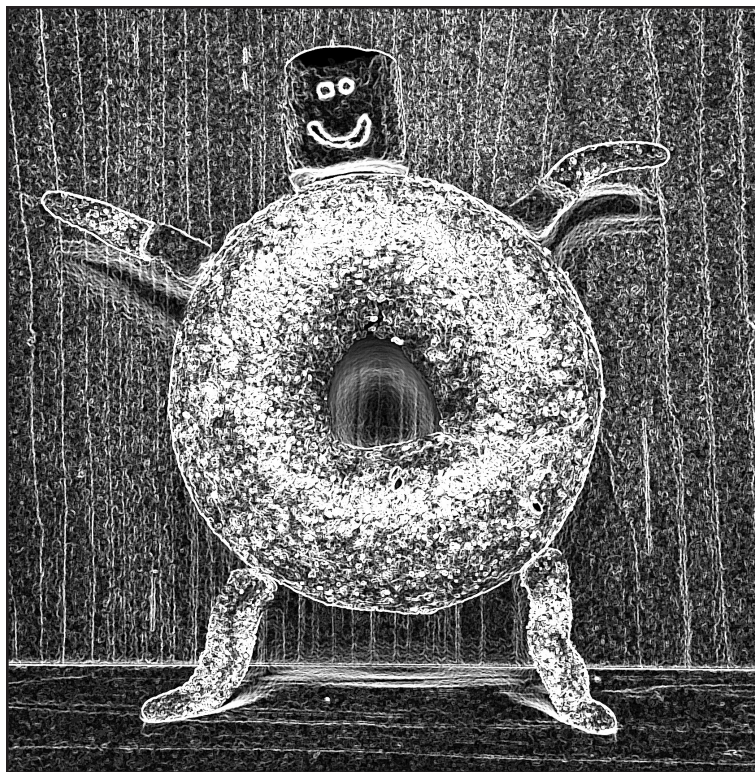


ILLUSTRATION BY PAUL BUCKLEY



PHOTOS BY SHIA LEVITT

Coop Childcare worker Sarah Colbath gives a bagel to her son during her shift.

## Special Ordering Temporarily Suspended



We will not be taking special orders until Tue 02/02/2016

Vitamins/Supplements special orders are suspended indefinitely and will not resume on Tue 02/02/2016

No special orders on fresh baked goods

Orders for bulk or produce by the case must be placed directly with a bulk or produce buyer

## Hearing Administration Committee is seeking new members

The HAC performs administrative functions necessary to arrange and facilitate disciplinary hearings, coordinating with the Coop's Disciplinary Committee and the Hearing Officers Committee.

Applicants should be detail-oriented, comfortable working by e-mail and telephone; they should be Coop members for at least one year and have excellent attendance records.

Members of the HAC work on an as-needed basis, only when hearings are required, and earn FTOP credit. Therefore these members must maintain regular Coop shifts or be FTOP members in good standing.

The nature of this work requires that all members maintain strict confidentiality with respect to all matters on which they work.

We are seeking an applicant pool that reflects the diversity of the Coop membership at large.

Those interested should e-mail the HAC at [psfchac@gmail.com](mailto:psfchac@gmail.com).



## COORDINATOR'S CORNER

## Why the General Coordinators Propose Amending the Pension Plan This Year

By Joe Holtz, Pension Plan Trustee & General Coordinator

The General Coordinators are asking the General Meeting to approve an amendment to the Coop's employee pension plan in order to adhere to the original intent of the 1993 General Meeting pension plan approval decision and better ensure that all staff are treated as equally as possible.

Background: In 1993 the Food Coop voted to establish a defined-benefit pension plan for all eligible employees. Each vested employee's eventual benefit was and is intended to be based on years of service to the Coop and a five-year average salary. The assumption was that "salary" would be money paid to employees related to actual hours worked.

Currently, however, some employees' pension benefits are based not only on years of service and average salary but also on the value of some "fringe" benefits

that they receive from the Coop.

One "fringe" benefit that is currently included along with salary is the value of health benefits provided to the registered domestic partners of Coop employees. Because the Coop tries to be a good and progressive employer, we have long offered health benefits to the registered domestic partners of Coop employees.

It has come to our attention that in order to adhere to IRS regulations, we must include the value of health benefits for domestic partners in the overall gross income of our employees. This has produced an unintended consequence in regard to the pension plan. The wording in our pension plan requires that we use the overall gross income for the purpose of calculating eventual pension benefits rather than only using salary.

This means that staff of the same age and years of

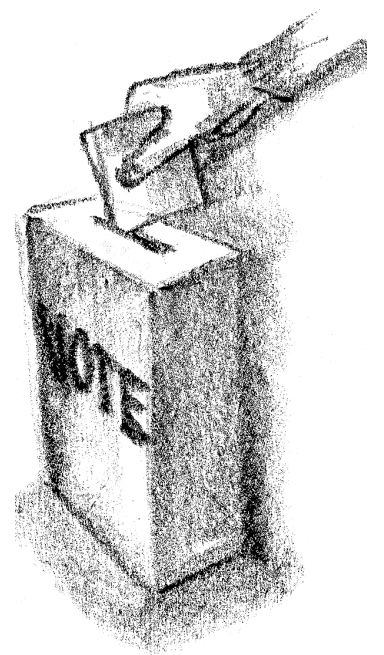
service and salary would get substantially different pensions. We do not think this is fair. We also know that it was not the intention of the members in 1993.

It may be of interest to note that for many years now we have included in the pension benefit calculations the value of group term life insurance when it exceeded a certain federal limit. The effect of this on the pension benefits is negligible. Therefore, we never considered coming and asking for this amendment. However, if this amendment is approved, life insurance value will no longer be added to the salary for calculating pension benefits going forward.

At the time of this writing for the *Gazette* submission deadline, the agenda for the December 15th General Meeting has not been decided by the elected Agenda Committee. I am hoping that the amendment, drafted by our actuarial firm, will be scheduled

in December so that if it is approved, it can go into effect next year and then we can stop including the value of "fringe" benefits when calculating pension benefits for our employees.

Some members may believe this item is so clear-cut that it is not the best use of General Meeting time. But there is a legal need for the Board of Directors' approval of pension plan amendments after receiving the advice of the members at the General Meeting portion of the Board of Directors meeting. ■



### THE GAZETTE INDEXES

*If you are interested in the history of the Coop or in when and how particular subjects have been discussed in the Linewaiters' Gazette...*

*Send an e-mail to Len Neufeld, Gazette indexer, at [lenneufeld@verizon.net](mailto:lenneufeld@verizon.net), to request PDF files of either or both of the following indexes:*

• *An alphabetized list of the titles of all articles published in the Gazette from 1995 to the present, with issue dates.*

• *An alphabetized list of all subjects (including people's names) discussed in Gazette articles from 1995 to the present, with article titles, issue dates, and page numbers (titles and subjects for earlier years are being added).*

*Many of the Gazette issues referenced in these indexes are available as PDFs on the Coop's website. (Copies of these and additional issues are also available at Brooklyn's Central Library, located at Flatbush Ave. and Eastern Pkwy. on Grand Army Plaza.)*

### Park Slope Food Coop, Inc. Pension Plan Resolutions and Trust Amendments

RESOLVED: that the Plan be amended in the form attached hereto, which amendment is hereby adopted and approved;

RESOLVED FURTHER: That the appropriate officers of the Company be, and they hereby are, authorized and directed to execute said amendment on behalf of the Company;

RESOLVED FURTHER: That the officers of the Company be, and they hereby are, authorized and directed to take any and all actions and execute and deliver such documents as they may deem necessary, appropriate or convenient to effect the foregoing resolutions including, without limitation, causing to be prepared and filed such reports documents or other information as may be required under applicable law.

WHEREAS, Park Slope Food Coop, Inc. (the "Company") maintains the Park Slope Food Coop, Inc. Pension Plan and Trust (the "Plan") for the benefit of certain of its employees; and

WHEREAS, Pursuant to Section 13.01 of the Plan, the Company desires to amend the Plan;

NOW, THEREFORE, the Plan is hereby amended as follows, effective as provided therein:

Effective February 1, 2016, the definition of "Compensation" is amended in its entirety to read as follows:

Wages within the meaning of Code section 3401(a) and all other payments of compensation to an Employee by the Employer (in the course of the Employer's trade or business) for which the Employer is required to furnish the Employee a written statement under Code sections 6041(d), 6051(a)(3), and 6052.

The determination period for Compensation is the

calendar year ending in the Plan Year.

Compensation must be determined without regard to any rules under Code section 3401(a) that limit the remuneration included in wages based on the nature or location of the employment or the services performed (such as the exception for agricultural labor in Code section 3401(a)(2)). For any Self-Employed Individual covered under the Plan, Compensation will mean Earned Income. Except as provided below, Compensation shall include only that compensation which is actually paid to the Employee during the determination period. Except as provided elsewhere in this Plan the determination period shall be the Plan Year.

For years beginning on or after July 1, 2007, or such earlier date as specified in a prior amendment to the document, Compensation for a year shall also include compensation paid by the later of 2-1/2 months after an Employee's severance from employment with the Company or the end of the year that includes the date of the employee's severance from employment with the Company, if the payment is regular compensation for services during the employee's regular working hours, or compensation for services outside the employee's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, and, absent a severance from employment, the payments would have been paid to the employee while the employee continued in employment with the Company.

Compensation shall exclude all of the following items (even if includable in gross income): reimbursements or other expense allowances, fringe benefits (cash and noncash), moving expenses, deferred compensation, and welfare benefits.

Compensation shall include that Compensation which is actually paid to the Employee by the Compa-

ny during any year of employment.

Compensation for a year shall not include compensation earned during the current year and paid after the end of the year.

Back pay, within the meaning of Treas. Reg. section 1.415(c)-2(g)(8), shall be treated as Compensation for the year to which the back pay relates to the extent the back pay represents wages and compensation that would otherwise be included under this definition.

For years beginning on or after January 1, 1994, the annual Compensation of each Participant taken into account in determining all benefits provided under the Plan for any twelve-month determination period shall not exceed \$200,000, as adjusted for cost-of-living increases in accordance with Code section 401(a)(17)(B). The cost-of-living adjustment in effect for a calendar year applies to any determination period beginning with or within such calendar year.

If a determination period consists of fewer than 12 months, the annual Compensation limit is an amount equal to the otherwise applicable annual Compensation limit multiplied by a fraction, the numerator of which is the number of months in the short determination period, and the denominator of which is 12.

For years beginning on or after January 1, 1989, and before January 1, 1994, the annual compensation of each Participant taken into account for determining all benefits provided under the Plan for any Plan Year shall not exceed \$200,000. This limitation shall be adjusted by the Secretary at the same time and in the same manner as under Code section 415(d), except that the dollar increase in effect on January of any calendar year is effective for Plan Years beginning with or within in such calendar year and the first adjustment to the \$200,000 limitation is effective on January 1, 1990.



## MEMBER SUBMISSION

## Whose Gazette? The Members' Gazette!

By Jan Clausen, David Barouh,  
Mitchel Cohen, Winston  
McIntosh, Eugene Glickman

The November GM featured two discussions about Linewaiters' Gazette governance. The first, proposed by this article's authors, requires that Gazette policies be approved by the General Meeting. The second proposes that the Gazette's Coordinating Editors stand for election. Both measures seek to make the Gazette answerable to the GM.

The Coop's member-owners are the Gazette's collective publishers. We pay for its publication and member-labor produces it independent of the Coop's management, something universally agreed upon from the Coop's earliest years. That understanding once provided great latitude for member input. But over the years that latitude has been substantially curtailed.

Two long-standing practices prompted our proposal. One is the editors' move to unilaterally impose guide-

lines other members must follow, rather than developing them in consultation with the membership and seeking approval by GM vote. This practice, unique among Coop committees, arose in the 1980s, roughly coinciding with the move toward requiring professional journalism backgrounds for staff membership. Since BDS emerged as a contentious topic, the rules have become more complex and arcane—an obstacle course of "thou shalt nots."

The second practice is the editors' exercise of control over the content of member submissions, a power that was self-assumed, and done so in spite of a GM resolution from the Coop's early history (10/16/1977) that explicitly denied them this power. Those who had their work changed under this historically unannounced policy—often without consultation or even notice, a practice admitted to by Coordinating Editors Stephanie Golden at the April

2003 GM and Erik Lewis at the August 2009 GM—were isolated by time, place and lack of knowledge of their rights and Coop tradition. The issue surfaced as a matter of contention in the late 1990s, and has been simmering ever since.

During our presentation at the November GM, we emphasized the key importance of the Gazette as a way for members to know what other members are thinking, which, along with the GM, is our foremost opportunity for open dialogue about all matters affecting our Coop. Following longstanding concerns about lack of editorial accountability, rejection of member contributions has recently reached an all-time high. We provided examples of rejected and delayed letters we were aware of. The majority of those addressed Coop governance and Gazette editorial policies—not BDS, the claimed reason in most cases for the decision to suppress them.

Some members who commented on the discussion

were receptive to the notion of requiring GM approval for Gazette policies. Some voiced concerns about a phrase we included asking for a "collaborative drafting process." Some worried that this would require an ad hoc committee of members and editors to draft entirely new policies, a time-consuming proposition. Some suggested clarifying what the phrase meant, or wanted a survey of Gazette readers as a starting point for any reform. And some suggested scrapping the phrase altogether, retaining only the core provision for GM approval.

Some speakers dismissed our proposal by labeling the presenters as "pro-boycott," although as a group we've taken no position on that issue. We firmly believe that all Coop members, regardless of political beliefs, have a stake in furthering Coop democracy.

Recognizing the legitimacy of the expressed logistical concerns about a collaborative drafting process, we have modified our proposal. At the

very least, however, we feel that editorial policy must be discussed fully at the GM prior to voting so that the all-important implications for free expression can be explored. The basic point is this: the Gazette belongs to the members, and must allow the full range of member opinions and concerns—unless we ourselves, acting through our decision-making body, the GM, voluntarily relinquish the longstanding principle of open communication. So far, this has not occurred.

Do you agree that the Gazette belongs to the *entire* membership, that therefore decisions about the Gazette's role in Coop life also belong to the membership? At the December 15 General Meeting, the following proposal will be voted on:

*Changes to Gazette editorial policies shall be discussed at the General Meeting and submitted for approval by the GM prior to implementation.*

We urge our fellow members to speak out. And come to the December GM to vote on this key issue for our Coop democracy. ■

## EDITORIAL COMMENT

By the Editorial and Leadership  
Committees of the Linewaiters' Gazette

At this coming GM there is a proposal to be voted upon to have changes to Gazette editorial policies be approved by the GM. A Member Submission by the proposers titled "Whose Gazette? The Members' Gazette" is in this edition of the Gazette.

Currently, Gazette editorial policies and guidelines are developed within the editorial group—consisting of the nine editors and a reporter—generally in response to the exigencies of editing as they become apparent, for example, defining and containing hate speech or assuring that letters are truly written by the letter-writer and not the product of robo form letters (practices that have recently emerged as problems). In the past, editorial policies of the Gazette have been criticized in the Gazette and at the GM and we have discussed the criticism at the GM and have been responsive to that criticism, crafting amendments and additions to editorial policies. For example, the current policy on letter-writer/editor discussion regarding an editor making changes to a submission is the result

of criticism, discussion and response. Two policies that we are aware of have actually been approved by the GM: the October 16, 1977 proposal "No article would be edited by the Linewaiters' Gazette unless approved by the author..." and the Fairness and Anonymity Policies.

The Gazette editors work under constant deadline pressure to get out a newspaper every two weeks. We are a production-driven squad without the luxury of endless time. With the increase in polemics this responsibility is increasingly difficult to fulfill within the time allotted by the workslot system—five and a half hours per edition. Recently some editors and co-coordinating editors have clocked upwards of 20 to 30 hours per edition working with writers to rid submissions of hate speech, personal attacks, provocations and other constructs anathema to civil discourse and Coop values and editorial policy. A recent analysis of letters written between March 2014 and March 2015 reveals that 63% of the content of all 214 letters were related to BDS/Anti-BDS polemics. The analysis also reveals

that 7 letterwriters (7% of the total 99 letterwriters) were responsible for 67% of all the BDS/Anti-BDS content. The workslot of editor is fast becoming untenable and inherently unfair, where 8 Coop member-editors are fulfilling hours way beyond their workslot obligation to service 7 serial, polemical submitters.

We have created the existing editorial policies to strike a balance between the need and right for Coop members to express themselves on Coop matters and the need to keep discourse in the pages of the Gazette cooperative and civil and to make the work doable within the workslot system.

The proposal to be voted upon reads: *Changes to Gazette editorial policies shall be discussed at the General Meeting and submitted for approval by the GM prior to implementation.*

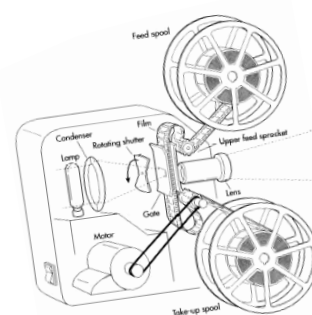
The current editorial policies developed reactively to emerging conditions, and will be reviewed periodically, but we believe their thrust and content are effective tools for balancing the free speech needs of Coop members with the need to have Coop members respect, cooperate with and promote Coop values.

After all, what kind of Coop and Gazette do we want? One that promotes vitriolic, disrespectful polemics or one that promotes inclusive, respectful

civil discourse. In the future, if other changes are made to the editorial policies we would be glad to bring them to the GM for discussion. ■

ARE YOU A  
BROOKLYN-BASED  
FILMMAKER?

Would you like to  
screen your work  
at the Coop?



Then submit your film  
for possible inclusion  
in the Coop's  
Friday Film Night  
Screening Series.

If you're a Coop member you'll receive one FTOP credit for screening and offering a Q+A with your film. If you're not a member, it's still a chance to spread the word about your work and build your fan base by screening for a local audience.

We accept documentary and fiction, both features and shorts (we program shorts as a group).

**Please e-mail Gabriel Rhodes  
for details at  
gabrielrhodes@me.com.**



## INTERNATIONAL TRADE EDUCATION SQUAD REPORT

## Myths and Facts About China and the TPP

By Bart DeCoursy and Gerardo Renique, International Trade Education Squad

Spanning about two-fifths of the global economy, the Trans-Pacific Partnership, an ambitious agreement between the United States and 12 Pacific Rim nations—excluding China—is touted by the White House as a “21st century” agreement that will “promote economic growth ... raise living standards; reduce poverty in our countries ... and enhanced labor and environmental protections.” In the words of President Obama, the TPP will “rewrite the rules of trade” to the benefit of the interests of American workers and business against the strategic competition from China. TPP—claims Obama—would knock down tariffs and import quotas for American exports, and thus increase jobs and wages.

Set against the close relationship developed between American transnational corporations and the Chinese economy, the bromide “that we can’t let countries like China write the rules of the global economy,” is not relevant at all. The TPP is about increasing the profits of the same trans-national corporations already profiting from a close relationship with China.

### Facts

Missing from Obama’s claims is the fact that the U.S. already has tariff-lowering trade agreements with almost all of the TPP signatory countries and that the North American Free Trade Agreement eliminated almost all tariffs to U.S. goods sold in Mexico and Canada. The entry of cheap and heavily subsidized U.S. agricultural products to Mexico collapses family farming to the benefit of American transnational agribusiness, agrochemical and biotechnological corporations.

With already existing tariff-free agreements between the participants’ countries, TPP negotiations have focused on regulations as “costly” obstacles to business profits and efficiency. Put in place by governments in response to citizen demands to protect workers, consumers, the economy, common goods and the

environment, the TPP represents a serious challenge to the public good, social and democratic interests. Setting against this history, Angus Deaton, the Nobel laureate in economics, considers the TPP an agreement to “manage its members’ trade and investment” to the benefit of “each country’s most powerful business lobbies.”

Taking advantage of low wages, weak labor and environmental regulation, U.S. corporations outsourced thousands of American jobs to China. MIT economist David Autor has estimated this loss of manufacturing jobs at 21 percent. American-based transnational corporations on the other hand—in the words of Johns Hopkins professor Ho-fung Hung—“tightly control and exploit a large sector of China’s export-oriented factories.”

### Myths

#### The TPP will contain China’s rising power and influence

This is a Cold War containment strategy that no longer applies—the U.S. is no longer the epicenter of the world economy (as it was after WWII) so this isn’t

actually possible. Furthermore, exclusion of economic benefits does not help in the quest for peaceful economic relations. If we truly wanted to counter China’s rising influence, we would set high standards for international trade and then divert investment and trade to countries agreeing to follow such rules, which would entice and incentivize China to follow suit.

China has nearly twice as much total trade (780 billion vs. 423 billion) with TPP countries than we do. There are “gravitational factors” both geographically and culturally that we can’t possibly compete with. In addition, there is a loophole in the “Rules of Origin” clause within the agreement that states that only a percentage of a product’s value must be made in a TPP country to qualify for preferential access to U.S. markets. Because of this, China officials are as enthusiastic as any Washington lobbyist for the passing of the TPP.

#### The TPP will be our chance to write the rules

We blew an opportunity to write the rules when we tried to strong-arm allies to boycott China’s efforts

to advance “multilateral development finance institutions”. When Beijing was denied significant roles in the U.S.-dominated World Bank and International Monetary Fund it established the Asian Infrastructure Investment Bank. China has invested 300 billion in capital investment, buying untold foreign influence. China is referring to this investment as the “New Silk Road Initiative.” This is bound to leave the U.S. on the outside looking in as in actuality China writes the “rules”.

#### The TPP will be the most progressive trade deal the world has ever seen

This release from the White House is pure hyperbole. There are no mechanisms within the agreement to enforce higher standards in labor rights, environ-

mental protection or state-owned enterprises. For example, in the U.S.-Central American Free Trade Agreement (CAFTA), Guatemalan workers filed a complaint of labor abuses to the U.S. Department of Labor in 2008 that was not officially opened until 2014, with an eventual ruling still very far off. Meanwhile, conditions have not changed and murders of trade union members are still rampant. This is the worst of both worlds: U.S. workers and businesses still face race-to-the-bottom competition, while global businesses and the governments of developing countries face little pressure to improve conditions. No one has yet to give a clear answer to how TPP will affect free labor standards in one party state Vietnam, or deter human trafficking of labor in Malaysia or Mexico. ■



## EXPERIENCED REPORTERS Please Apply



### Workslot Description

We have four distinct *Linewaiters' Gazette* teams—each producing an issue every eight weeks. You will develop and produce an article about the Coop in cooperation with your team’s editor every eight weeks.

### For More Information

If you would like to speak to an editor or another reporter to learn more about the job, please contact Annette Laskaris in the Membership Office or e-mail her at [annette\\_laskaris@psfc.coop](mailto:annette_laskaris@psfc.coop).

### To Apply

Please send a letter of application and two writing samples at least 800 words long (one sample must be a reported interview, *not* a Q&A) to [annette\\_laskaris@psfc.coop](mailto:annette_laskaris@psfc.coop). Your letter should state your qualifications, your Coop history, relevant experience and why you would like to report for the Coop. Your application will be acknowledged and forwarded to the coordinating editors, Joan Minieri and Erik Lewis.

### Seeking Diversity on the Gazette Staff

The *Gazette* is looking for qualified reporters. We are interested in using this opportunity to diversify our staff. We believe that we can enrich the quality of the *Gazette* and serve the membership better with a reporting and editing staff that more closely resembles the mix of Coop members.

## Interested in Engaging Coop Work? Disciplinary Committee Seeks NEW Members

### SKILLS NEEDED

Communication • Problem solving • Conflict resolution  
Dealing with difficult situations and people  
Investigation • Writing • Research

### OUR WORK INCLUDES

- Applying Coop rules and regulations
- Discussing policy issues related to the Committee’s work
- Investigating allegations of uncooperative behavior by members and engaging in problem solving
- Daily email contact with the committee members to discuss cases
- Participating in mediation, disciplinary hearings, and other conflict resolution methods

### REQUIREMENTS

**In order to be considered for this position, any candidate must:**

- Be a member for **at least a year**
- Have a **good attendance record**
- Possess the ability to work on a team
- Have good writing skills
- Have computer proficiency (excel, word, email)—this is essential
- Attend evening meetings every six weeks

We work on average **six hours per month**, more than the required work shift hours. You will be credited and your hours will be banked for future use.

We recognize the importance of various points of view when considering cases brought to us. **We are seeking a candidate pool that reflects the diversity of the Coop’s membership.**

### CONTACT

Karen: 718.208.7897 or [foodcoopdc@gmail.com](mailto:foodcoopdc@gmail.com)

**Join us to make the Coop the best place it can be for everyone.**



# LINEWAITERS' GAZETTE

The *Linewaiters' Gazette* is published biweekly by the Park Slope Food Coop, Inc., 782 Union Street, Brooklyn, New York 11215.

Opinions expressed here may be solely the views of the writer. The *Gazette* will not knowingly publish articles that are racist, sexist or otherwise discriminatory.

The *Gazette* welcomes Coop-related articles and letters from members.

**SUBMISSION GUIDELINES**

The *Gazette* will not knowingly publish letters, articles or reports that are hateful, racist, sexist, otherwise discriminatory, inflammatory or needlessly provocative.

The *Gazette* welcomes Coop-related articles, letters and committee reports from members that follow the published guidelines and policies. The following is a summary—please see the detailed guidelines for each type of submission on the Coop website: [www.foodcoop.com](http://www.foodcoop.com).

All submissions must include author's name, phone number and e-mail address, conform to the following guidelines and to the Fairness, Anonymity and Respect policies. Editors will reject letters, articles and reports that do not follow the guidelines or policies. Submission deadlines appear each edition in the Coop Calendar section.

You may submit on paper, typed or very legibly handwritten, or via e-mail to [GazetteSubmissions@psfc.coop](mailto:GazetteSubmissions@psfc.coop) or on disk.

**Letters:** Maximum 500 words.

**Voluntary Articles:** Maximum 750 words. A Voluntary Article is held to a higher standard than a letter and must meet at least the following criteria: A Voluntary Article must analyze the topic it is discussing; it must present accurate, verifiable corroboration for factual assertions; it can criticize but not attack Coop practices and personnel; if critical it must present positive solutions; it cannot be solely or mainly opinion. It must strive to make a positive contribution to the understanding of the reader on a topic. If a submitted Voluntary Article is substantially opinion, it must be re-submitted, under 500 words, as a Letter to the Editor, possibly to a future issue. Editors will reject articles that are essentially just advertisements for member businesses, those of family and friends of members, solely expressions of opinion or that do not follow the guidelines and policies.

**Committee Reports:** Maximum 1,000 words. Reports must follow the published guidelines and policies.

**LETTERS, ARTICLES AND REPORTS SUBMISSION POLICIES**

Letters must be the opinion of the letter-writer and can contain no more than 25% non-original writing.

All submissions must be written by the writer. Letters or articles that are form letters, chain letters, template letters or letters prepared by someone other than the submitting member will be rejected.

Letters, articles and reports must adhere to the Fairness, Anonymity and Respect policies. They cannot be hateful, needlessly inflammatory, discriminatory libelous, personal attacks or make unsubstantiated claims or accusations or be contrary to the values of the Coop as expressed in our mission statement.

All submissions must be legible, intelligible, civil, well and concisely written with accurate, attributed, easily verifiable statements of facts separated from opinions. Letter and article writers are limited to one letter or article per issue.

Letter and article writers cannot write gratuitous serial submissions. Editors may reject submissions to consecutive editions of the *Gazette* on the same topic by the same writer.

**Editor-Writer Guidelines:** All submissions will be reviewed and, if necessary, edited or rejected by the editor. Writers are responsible for the factual content of their stories. Editors must make a reasonable effort to contact and communicate with writers regarding any questions or proposed editorial changes. Writers must be available to editors to confer about their submissions. If a writer does not respond to requests for editorial changes, the editor may make the changes without conferring with the writer, or reject the submission. If agreement between the writer and the editor about changes does not occur after a first revision, the editor may reject the submission, and the writer may revise and resubmit for a future issue.

**FAIRNESS, ANONYMITY AND RESPECT POLICIES**

In order to provide fair, comprehensive, factual coverage:

**Fairness**

1. The *Gazette* will not publish hearsay—that is, allegations not based on the author's first-hand observation.

2. Nor will we publish accusations that are unnecessary, not specific or are not substantiated by factual assertions. The *Gazette* will not publish gratuitous personalization. That is, no unnecessary naming of Coop members in polemical letters and articles. Writers must address ideas not persons.

3. Submissions that make substantive accusations against specific individuals, necessary to make the point of the submission and within the Fairness, Anonymity and Respect policies will be given to those persons to enable them to write a response, and both submissions and response will be published simultaneously. This means that the original submission may not appear until the issue after the one for which it was submitted.

**Anonymity**

Unattributed letters will not be published unless the *Gazette* knows the identity of the writer, and therefore must be signed when submitted (giving phone number). Such letters will be published only where a reason is given to the editor as to why public identification of the writer would impose an unfair burden of embarrassment or difficulty. Such letters must relate to Coop issues and avoid any non-constructive, non-cooperative language.

**Respect**

Submissions to the *Gazette* must not be hateful, racist, sexist, otherwise discriminatory, inflammatory or needlessly provocative. They may not be personally derogatory or insulting, even when strongly criticizing an individual member's actions.

The *Gazette* is a collaboration among Coop members. When submitting, please consider the impact of your words on the writers, editors and production staff who use our limited workslot time to try to produce an informative and cooperative publication that reflects the values of our Coop community.

Printed by: Tri-Star Offset, Maspeth, NY.

Friday, December 18, 8:00 p.m.

The Brooklyn Society for Ethical Culture  
and the Park Slope Food Coop present:

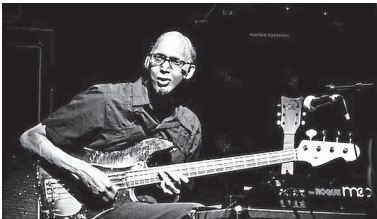


## PROSPECT CONCERTS



**Annie Keating.** Lucinda Williams, John Prine, Allison Krauss, Willie Nelson, Gillian Welch, Bonnie Raitt, Emmy Lou Harris, Patty Griffin. This is a short list of the musicians Annie Keating has been compared to over the last 10 years. With her sixth album, *Make Believing*, Keating proves herself even more worthy of that list, with her strongest album to date. The songs on this record are tender, raucous and raw, all of them shot through with intelligence and feeling. Keating will be joined by Steve Mayone and other Coop member musical guests for a night of acoustic music to remember.

**Shahzad Ismaily** was born to Pakistani immigrant parents growing up in a bicultural household. Largely self-taught, he's mastered the electric and double bass, guitar, banjo, accordion, flute, drums, various percussion instruments, analog synthesizers and drum machines. Ismaily has recorded or performed with Laurie Anderson, Lou Reed, Tom Waits, Grey Gersten, Faun Fables, John Zorn, and many others. He's composed regularly for dance and theater, including the score for the movie *Frozen River*, which won the Grand Jury Prize at Sundance in 2008.



[www.facebook.com/ProspectConcerts](http://www.facebook.com/ProspectConcerts)

53 Prospect Park West [at 2nd Street] • \$10 • 8pm [doors open at 7:45]  
Performers are Park Slope Food Coop members and receive Coop workslot credit.  
Booking: Bev Grant, 718-788-3741

## RETURN POLICY



The Coop strives to keep prices low for our membership. Minimizing the amount of returned merchandise is one way we do this. If you need to make a return, please go to the 2nd Floor Service Desk.

**REQUIRED FOR ANY RETURN**

1. The Paid-In-Full receipt **MUST** be presented.
2. Returns must be handled within 30 days of purchase.

**CAN I EXCHANGE MY ITEM?**

No, we do not "exchange" items. You must return the merchandise and re-purchase what you need.

## CAN I RETURN MY ITEM?

Produce\* Bulk\* (incl. Coop-bagged bulk)  
Cheese\* Seasonal Holiday Items  
Books Special Orders  
Calendars Refrigerated Supplements  
Juicers & Oils  
Sushi \*A buyer is available during the week-days to discuss your concerns.

NEVER  
RETURNABLE

Refrigerated Goods (not listed above)  
Frozen Goods  
Meat & Fish  
Bread

RETURNABLE  
ONLY IF SPOILED  
BEFORE  
EXPIRATION DATE  
Packaging/label  
must be present-  
ed for refund.

Items not listed above that are unopened  
and unused in re-sellable condition

RETURNABLE

The Coop reserves the right to refuse returns on a case-by-case basis. If you have questions, please contact a staff member in the Membership Office.

### This Issue Prepared By:

- Coordinating Editors: Erik Lewis  
Joan Minieri
- Editors (development): Dan Jacobson  
Carey Meyers
- Reporters: JD Davids  
Pat Smith  
John B. Thomas
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- Photographer: Shia Levitt  
Ingsu Liu
- Thumbnails: Saeri Yoo Park
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- Preproduction: Kim Chinh
- Art Director (production): Matthew Landfield
- Desktop Publishing: Kevin Cashman  
Casey Llewellyn  
Heloisa Zero
- Editor (production): Michal Hershkovitz
- Final Proofreader: Lisa Schorr
- Puzzle Master: Abdul Powell
- Index: Len Neufeld
- Advertisement: Eric Bishop



WELCOME!

A warm welcome to these new Coop members who have joined us in the last two weeks. We're glad you've decided to be a part of our community.

Yosra Alterkawi	Paul Dakin	Israelow	Zoë Jennings	Markella Los	Patrick McAvena	Benjamin Oyama	Sarah Siegel
Priscilla Amado	Brandon DeShields	Maria Cruz Gonzalez	Daniel Jeong	Rhonda Lowry	Justine McLellan	Simone Paasche	Adam Smith
Roger D. Arnold	Stephanie Dolce	Melinda Gonzalez	Maia Karo	Dan Lubell	Daniel Meron	Gregoire Pourtier	Sonya Yan Song
Deborah Bander	Kelsey Ellefson	Joshua Gootblatt	Jeremy Katich	Kacy Lubell	Jay Michaelson	Margot Protzel	Clarissa Sosin
Renee Batchev	Tanya Ellman	Mayra Gootblatt	Michael Katz	Kristin Maffei	Ivan Milovanovic	Hudi Riven	Tanya Steinberg
William Bench	Claudio Espinal	Emily Sarice	Sara Katz	Fareha Malik	Loreal Monroe	Jessica Robins	Mark Tausig
Nancy Blum	Shayna Flink	Greenstein	Doug Kay	Leo Marcus	Jenise Morgan	Brannan Robson	Paula Thomas
Rian Bodner	Renata Friedman	Betty Groner	Raffi Kiureghian	Jorge Mason	Jason Mortara	Elizabeth Rodkin	Tim Vaga
George Bronos	Anna Furman	Noa Hazan	Cara Lake	Brandon Maultasch	Irene Moy	Jonathan Rodkin	Muriel
David Burnett-Menard	Philip Gable	Albert Heffez	James Lane	Jerome Maxime	David Mulle	Preston Roundtree	Vancauwenberge
Ray Burns	Itai Gal	Jen Heffez	Rivkah Lebovic	Erin Maxon	Toviah Narva	Natalya Rovynskaya	Kimberly Werner-Bench
Dorothy Chen	Diana Glanternik	Aisha J. Hinton	Karen Lee	Cliona May	Jack Nayer	David Schumeister	Timmy Wu
Zachary Cohn	Jamie Goldenberg	James Hopper	Rachel Levy	Paul May	Katherine Nickel	Sara Scott	Amy Zion
Michael D'Amato	Asher Goldman-	Lili-Ann Jankowski	Daniella Liebling	Amanda McAvena	Sara Nissen	Nicola Shepherd	

COOP CALENDAR

New Member Orientations

Attending an Orientation is the first step toward Coop membership. Pre-registration is required for all of the three weekly New Member Orientations. To pre-register, visit [foodcoop.com](http://foodcoop.com) or contact the Membership Office. Visit in person or call 718-622-0560 during office hours.

Have questions about Orientation? Please visit [www.foodcoop.com](http://www.foodcoop.com) and look at the "Join the Coop" page for answers to frequently asked questions.

The Coop on the Internet

[www.foodcoop.com](http://www.foodcoop.com)

The Coop on Cable TV

Inside the Park Slope Food Coop

The fourth FRIDAY of the month at 11 a.m. and 5 p.m. Channels: 56 (Time-Warner), 69 (CableVision), 84 (RCN), 44 (Verizon), and live streaming on the Web: [www.bricartsmedia.org/community-media/bcat-tv-network](http://www.bricartsmedia.org/community-media/bcat-tv-network).

General Meeting Info

TUE, DECEMBER 15  
GENERAL MEETING: 7:00 p.m.

TUE, JANUARY 5  
AGENDA SUBMISSIONS: 8:00 p.m.  
Submissions will be considered for the January 26 General Meeting.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:  
December 24 issue: 12:00 p.m., Mon, December 14  
January 7 issue: 12:00 p.m., Mon, December 28

CLASSIFIED ADS DEADLINE:  
December 24 issue: 7:00 p.m., Wed, December 16  
January 7 issue: 7:00 p.m., Wed, December 30

ALL ABOUT THE GENERAL MEETING

Our Governing Structure

From our inception in 1973 to the present, the open monthly General Meetings have been at the center of the Coop's decision-making process. Since the Coop incorporated in 1977, we have been legally required to have a Board of Directors. The Coop continued the tradition of General Meetings by requiring the Board to have open meetings and to receive the advice of the members at General Meetings. The Board of Directors, which is required to act legally and responsibly, has approved almost every General Meeting decision at the end of every General Meeting. Board members are elected at the Annual Meeting in June. Copies of the Coop's bylaws are available on [foodcoop.com](http://foodcoop.com) and at every General Meeting.

Next Meeting: Tuesday, December 15, 7:00 p.m.

Location

St. Francis Xavier School, 763 President Street, between Sixth and Seventh Aves.

How to Place an Item on the Agenda

If you have something you'd like discussed at a General Meeting, please complete a submission form for the Agenda Committee. Forms are available in the rack near the Coop Community Corner bulletin board on [foodcoop.com](http://foodcoop.com) and at General Meetings. Instructions and helpful information on how to submit an item appear on the submission form. The Agenda Committee meets on the first Tuesday of each month to plan the agenda for the GM held on the last Tuesday of the month. If you have a question, please call Ann Herpel at the Coop.

Meeting Format

**Warm Up (7:00 p.m.)** • Submit Open Forum items • Explore meeting literature  
**Open Forum (7:15 p.m.)** Open Forum is a time for members to bring brief items to the General Meeting. If an item is more than brief, it can be submitted to the Agenda Committee as an item for a future GM.  
**Reports (7:30 p.m.)** • Financial Report • Coordinators' Report • Committee Reports  
**Agenda (8:00 p.m.)** The agenda is posted on [foodcoop.com](http://foodcoop.com) and may also appear elsewhere in this issue.  
**Wrap Up (9:30-9:45)** • Meeting evaluation • Board of Directors vote • Announcements, etc.

Attend a GM and Receive Work Credit

Since the Coop's inception in 1973, the General Meeting has been our decision-making body. At the General Meeting (GM) members gather to make decisions and set Coop policy. The General-Meeting-for-workslot-credit program was created to increase participation in the Coop's decision-making process.

Following is an outline of the program. For full details, see the instruction sheets by the sign-up board.

• Advance Sign-up required:

To be eligible for workslot credit, you must add your name to the sign-up sheet in the elevator lobby or sign-up at [foodcoop.com](http://foodcoop.com). The sign-ups sheet is available all month long, except for the day of the meeting when you have until 5 p.m. to sign up. On the day of the meeting, the sign-up sheet is kept in the Membership Office.

Some restrictions to this program do apply. Please see below for details.

• Two GM attendance credits per year:

Each member may take advantage of the GM-for-workslot-credit program two times per calendar year.

• Squads eligible for credit:

Shopping, Receiving/Stocking, Food Processing, Office, Maintenance, Inventory, Construction, and FTOP committees. (Some Committees are omitted because covering absent members is too difficult.)

• Attend the entire GM:

In order to earn workslot credit you must be present for the entire meeting.

• Signing in at the Meeting:

After the meeting the Chair will provide the Workslot Credit Attendance Sheet.

• Being Absent from the GM:

It is possible to cancel without penalty. We do ask that you remove your name if you know cannot attend. Please do not call the Membership Office with GM cancellations.

Park Slope Food Coop Mission Statement

The Park Slope Food Coop is a member-owned and operated food store—an alternative to commercial profit-oriented business. As members, we contribute our labor: working together builds trust through cooperation and teamwork and enables us to keep prices as low as possible within the context of our values and principles. Only members may shop, and we share responsibilities and benefits equally. We strive to be a responsible and ethical employer and neighbor. We are a buying agent for our members and not a selling agent for any industry. We are a part of and support the cooperative movement.

We offer a diversity of products with an emphasis on organic, minimally processed and healthful foods. We seek to avoid products that depend on the exploitation of others. We support non-toxic, sustainable agriculture.

We respect the environment. We strive to reduce the impact of our lifestyles on the world we share with other species and future generations. We prefer to buy from local, earth-friendly producers. We recycle. We try to lead by example, educating ourselves and others about health and nutrition, cooperation and the environment.

We are committed to diversity and equality. We oppose discrimination in any form. We strive to make the Coop welcoming and accessible to all and to respect the opinions, needs and concerns of every member. We seek to maximize participation at every level, from policy making to running the store.

We welcome all who respect these values.



park slope  
FOOD COOP

## calendar of events

dec 11  
fri 7 pmWordsprouts: New York City  
History Night

**Stephen Petrus'** illustrated presentation will focus on New York's central role in fueling the nationwide craze for folk music in the 1950s and 1960s. He will show that the city's artistic, political, and commercial assets helped to shape a breeding ground for the folk music revival, one of the great cultural phenomena of the twentieth century. **Joseph Alexiou**, who spent years living alongside the Gowanus, is set to detail that storied waterway's colorful history. Petrus, a member of the PSFC since 2002, is an Andrew W. Mellon Research Fellow at the New York Historical Society, where he is working on his second book, a political and cultural history of Greenwich Village in the 1950s and '60s. At the Museum of the City of New York, he curated the exhibition *Folk City*, on view until January 10, and was co-author of the show's accompanying book, with historian Ronald D. Cohen. A journalist and history nerd, Alexiou is the author of *Gowanus: Brooklyn's Curious Canal*. He previously wrote the sixth edition of *Paris for Dummies*, and has previously worked as an associate editor at *Time Out New York* and *Out Traveler*. **Bookings: John Donohue, wordsproutspfc@gmail.com.**

dec 15  
tue 7 pm

## PSFC DEC General Meeting



Items will be taken up in the order given. Times in parentheses are suggestions. More information on each item may be available on the entrance table at the meeting. We ask members to please read the materials available between 7 and 7:15 p.m.

**Meeting location: St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves. Meeting takes place two weeks earlier than usual in December, due to the holidays.**

- I. Member Arrival and Meeting Warm-Up
- II. Open Forum
- III. Coordinator and Committee Reports
- IV. Meeting Agenda

**Item 1:** Pension Plan Amendment (30 minutes)

**Proposal:** To align the PSFC Pension benefit calculations with the original intent of the 1993 pension plan approval so that employee pensions will only be based on income directly related to our employees' work. The amendment will be effective as of Feb 1, 2016. The full text of the amendment will be available at the General Meeting. —submitted by General Coordinators

**Item 2:** *Linewaiters' Gazette* (45 minutes)

**Proposal:** Changes to *Gazette* editorial policies shall be discussed at the General Meeting and submitted for approval by the General Meeting prior to implementation. —submitted by David Barouh, Jan Clausen,

Mitchel Cohen, Eugene Glickman, Winston McIntosh

**V. Board of Directors Meeting**

**VI. Wrap-Up.** Includes member sign-in for workslot credit.

For information on how to place an item on the Agenda, please see the center pages of the *Linewaiters' Gazette*. The Agenda Committee minutes and the status of pending agenda items are available in the Coop office.

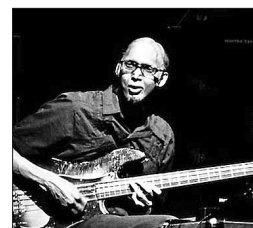
dec 18  
fri 8 pm

## Annie Keating; Shahzad Ismaili



Lucinda Williams, John Prine, Allison Krauss, Willie Nelson, Gillian Welch, Bonnie Raitt, Emmy Lou Harris, Patty Griffin. This is a short list of the musicians **Annie Keating** has been compared to over the last 10 years. With her sixth album, *Make Believing*, Keating proves herself even more worthy of that list, with her strongest album to date. The songs on this record are tender, raucous and raw, all of them shot through with intelligence and feeling. Keating will be joined by Steve Mayone and other

Coop member musical guests for a night of acoustic music to remember. **Shahzad Ismaili** was born to Pakistani immigrant parents growing up in a bicultural household. Largely self-taught, he's mastered the electric and double bass, guitar, banjo, accordion, flute, drums, various percussion instruments, analog synthesizers and drum machines. Ismaili has recorded or performed with Laurie Anderson, Lou Reed, Tom Waits, Grey Gersten, Faun Fables, John Zorn, and many others. He's composed regularly for dance and theater, including the score for the movie *Frozen River*, which won the Grand Jury Prize at Sundance in 2008. **Concert takes place at the Brooklyn Society for Ethical Culture, 53 Prospect Park West (at 2nd St.), \$10, doors open at 7:45. Prospect Concerts is a monthly musical fundraising partnership of the Coop and the Brooklyn Society for Ethical Culture.**

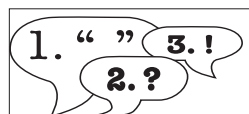
jan 3  
sun 12 pm

## Alternatives to Boycotting

How many narratives are there in the Israel-Palestine conflict? One above all? Two competing ones? How about five narratives? How about one hundred? If you've always felt that "pro" or "anti" positions only put us at odds, and that angry resolutions help no one, you should come and bring your alternative solutions for peace in the Middle East and for our beautiful Coop. This will NOT be a debate on the pros and cons of boycotting. **Jesse Rosenfeld** is a Coop member since 2004, secretary for the General Meeting, and has brought a new brand of Palestinian olive oil to our shelves. He believes in empowerment, not boycotts.

jan 5  
tue 8 pm

## Agenda Committee Meeting



The Committee reviews pending agenda items and creates the agenda for future General Meetings. Drop by and talk with committee members face-to-face between 8:00 and 8:15 p.m. Before submitting an item, read "How to Develop an Agenda Item for the General Meeting" and fill out the General Meeting Agenda Item Submission Form, both available from the Membership Office or at foodcoop.com. **The January General Meeting will be held on Tuesday, January 26, 7 p.m., at St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.**

jan 7  
thu 7:30 pmFood Class: Food For Fuel:  
Winter Fare

Need a mid-Winter pick me up? The holidays are over and it's time to settle in and give yourself a break. In this class chef **Sarah Schultz** will teach you how to prepare four irresistibly delicious recipes from a creamy lentil soup to decadent truffles to help you refuel and reset. Not only are these dishes simple and easy to follow, but they contain heartwarming spices and vital nutrients to aid your immune system in keeping you healthy and happy throughout the cold months ahead. Chef Schultz, a graduate of The Natural Gourmet Institute and Bikram Yoga teacher, has a passion for healthy and happy living. After graduating from culinary school she went back to work at The Natural Gourmet as a kitchen assistant and worked as a line cook in several different restaurants including Dimes and, currently, The Pickle Shack. As a vegetarian of nine years she only wishes to share her knowledge of food and yoga in hopes of helping to create a more balanced world. **Menu includes: creamy lentil soup with shallot & garlic-infused oil; roasted cauliflower & Brussels sprout salad with a pomegranate-tahini dressing; Middle Eastern-inspired**

**For more information on these and other events, visit the Coop's website: foodcoop.com**

All events take place at the Park Slope Food Coop unless otherwise noted. Nonmembers are welcome to attend workshops.  
Views expressed by the presenter do not necessarily represent the Park Slope Food Coop.



# dec 11 2015–jan 27 2016

vegetable pilaf in a spiced tomato sauce; truffle duo: lavender-infused lemon truffles & pistachio-dusted cocoa truffles. **ASL interpreter may be available upon advance request. If you would like to request an ASL interpreter, please contact Ginger Jung in the Membership Office by December 24. Materials fee: \$4. Food classes are coordinated by Coop member Olivia Roszkowski.**

jan 8  
fri 7 pm

## Wordsprouts:

### A Night of Young-Adult Fiction



**Heather Swain** is the author of five young-adult novels, two craft books for kids, and two forthcoming picture books. Her most recent YA novel, *Hungry*, supposes a future in which one mega-corporation controls the synthetic nutrition market after the world's food supply is depleted. *The School Library Journal* says, "[A] fresh idea, tense plotting and relatable characters...Fans of Margaret Atwood's *The Handmaid's Tale* and Lois Lowry's *The Giver* will flock to this story." Heather lives in a crooked house in Windsor Terrace, Brooklyn, with two children, two cats, a dog, and a drummer, but you can often find her loitering near the cheese case at the PSFC—her favorite place to go when she's hungry. With a passion for the power of print, **Kama Einhorn** has authored more than 40 books for kids and their teachers, published by Scholastic, Random House, HarperCollins, and Simon & Schuster. She is currently a writer at Sesame Street, where she gets to play with Grover every day. Einhorn is a ghostwriter for the Creepover series of middle-grade horror novels—and tries hard to make them just scary enough! She will be reading from *What a Doll*, published by Simon & Schuster in 2014 and set right in Park Slope.

**Bookings: John Donohue, wordsproutpsfc@gmail.com.**

jan 9  
sat 11 am

## Reclaim Your Health

Join in on an engaging talk on simple ways to utilize natural healing methods to: gain more energy and lose weight; stress less and have more joy in your life; decrease the amount of medications you take. And much more! Dr. **Christina Tarantola** is a licensed pharmacist, certified health coach, Reiki I master and published author of her new book, *Revealing Your Inner Radiance: Healing Through the Heart*. She incorporates nutrition/lifestyle modification, energy healing and stress reduction techniques into her personalized approach. Her services include health/life coaching, reiki healing and relaxing essential oil therapy treatment.

jan 9  
sat 2–4 pm

## Auditions For Our Coop Kids' Variety Show



Auditions for Coop members ages 4-18, in the second-floor meeting room. You must audition to be in the show. Polished act not required for audition; we can help you polish it. Singers and other musicians, poets, jugglers, stand-up comics, rappers, dancers, magicians, gymnasts, etc. (no

jan 10  
sun 12 pm

## Everyday Posture

Posture both contributes to our health and expresses something fundamental about us to the world. But for many of us, after years of huddling around a computer, carrying kids, and managing pain, we often find that our body doesn't feel or look as we hoped it would at this point. And worse, most conventional wisdom about posture urges leaves us stiff, stressed, and ultimately slumping with exhaustion. In this workshop, taught by a certified Alexander Technique teacher, you'll learn simple strategies for improving your posture and raising your overall well-being. The Alexander Technique is particularly useful for individuals dealing with RSI, back or joint pain, and performing artists. This gentle mind-body method helps you both find your true stature and feel at ease in your body. Coop member **Dan Cayer** is a teacher and writer committed to helping others change habitual patterns, find freedom from pain, and create a sane relationship with their own body. After a serious injury and years of chronic pain, Dan studied and trained as an Alexander Technique teacher and mindfulness meditation instructor. His return to health, as well as his experience with the physical, mental, and emotional aspects of pain, have inspired him to help others.

jan 12  
tue 7 pm

## Safe Food Committee Film Night: Sushi: The Global Catch



How did sushi become a global cuisine? What began as a simple but elegant food sold by Tokyo street vendors has become a worldwide phenomenon in the past 30 years. This feature-length documentary, shot in five nations, explores the tradition, growth and future of this popular cuisine. Beautiful raw pieces of fish and rice now appear from Warsaw and New York to football games in Texas towns. Can this growth continue without consequence? **See upcoming events, past reviews and a comprehensive list of films shown at [www.plowtoplatefilms.com](http://www.plowtoplatefilms.com) which can now also be reached via a link on the Park Slope Food Coop's home page at [www.foodcoop.com](http://www.foodcoop.com).**

jan 15  
fri 7 pm

## Film Night



Film to be announced. **To book a Film Night, contact Gabriel Rhodes, [gabrielrhodes@me.com](mailto:gabrielrhodes@me.com).**

## still to come

jan 15

**Prospect Concert Series**

jan 23

**It's Your Funeral**

jan 17

**How to Have a Flat Tummy**

jan 26

**PSFC JANUARY General Meeting**

jan 23

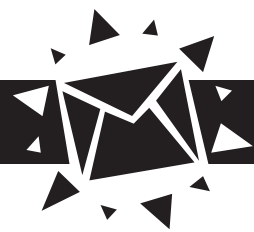
**Kids' Variety Show Auditions**

jan 27

**Cheese Class**



## L E T T E R S T O T H E E D I T O R



## OUR LEGAL RIGHT TO BOYCOTT ISRAELI GOODS UNDER NEW YORK STATE HUMAN RIGHTS LAW

### TO THE MEMBERS,

In June and July 2015, the Park Slope Food Coop was threatened with what is referred to as “Lawfare” by those of us who support the liberation of Palestine. “Lawfare” is the use of the court systems of democratic states to attack the non-violent Boycott, Divestment and Sanctions movement against Israeli government policies that persecute the Palestinian people.

A letter from Ruth Bolletino in the July 23rd edition of the *Gazette* says that the possibility of a lawsuit against the Coop if we vote to boycott Israeli products such as SodaStream is “\_\_\_\_ Not An Idle Threat.” And prior to that, on June 1, 2015, the journal *Algemeiner* published an article about a letter which it said had been sent to the Park Slope Food Coop Board President Bill Penner and Senior General Coordinator Joe Holtz from Shurat HaDin-Israel Law Center threatening a lawsuit against the Coop if we vote to boycott Israeli products.

Responding to this threat, Park Slope Food Coop Members For Boycott, Divestment and Sanctions (PSFC/BDS) consulted with Palestine Legal (PL) and the Center for Constitutional Rights (CCR) for an opinion about whether the Coop has the right to boycott Israeli products. That July 23rd, 2015 opinion makes clear that the boycott of Israeli products is lawful under the US Constitution and under the New York State Human Rights Law. Both the Shurat HaDin letter to Penner and Holtz and the PL/CCR FAQ titled “What to Know About the New York State Human Rights Law’s Boycott Provision” are available at the PSFC/BDS website, [psfcbds.wordpress.com](http://psfcbds.wordpress.com).

This threat of legal action goes hand-in-hand with the disruption of the April 28, 2015 General Meeting when the PSFC/BDS group tried to present a discussion item about boycotting SodaStream. These are attempts to induce fear and prevent discussion of and action

against the Israeli government’s occupation and colonization of Palestine, its discrimination against Palestinians within the 1948 Israeli borders and its killing of thousands of Palestinians throughout the land that it controls. The Coop must not succumb to these tactics of intimidation.

The Israeli government does not represent all Jews. Zionism should not be conflated with Judaism. Challenging the crimes of the Israeli government and military is not an anti-Jewish act. It is a movement for justice which we must pursue.

Naomi Brussel  
Park Slope Food Coop  
Members For Boycott, Divestment  
and Sanctions  
[psfcbds.wordpress.com](http://psfcbds.wordpress.com)

### EDITORS, PLEASE!

#### TO THE EDITORS:

The previous issue included an invited response from Naomi Brussel to another member’s letter that mentioned her. Ms. Brussel’s response, referring to the Israeli government’s “persecution and military occupation of Palestine,” is a clear violation of the *Gazette*’s (old and new) policy prohibiting statements that are unsubstantiated, not specific, inflammatory, and hateful. Further, that phrase is vacuous, meaningless actually, but with misleading, provocative implications. It’s not factual. It’s nasty jargon: hate speech.

Specifically, what kind of “persecution” is she talking about? The IDF’s mission to go after terrorists who attack and kill Israeli citizens? What is a “military occupation of Palestine”? The presence of soldiers trying to protect civilians in the disputed territories? There is no occupied (or unoccupied) country or areas called “Palestine.” (The disputed areas are to be negotiated—if Palestinian leaders ever agree to peace talks with Israel.)

I and, clearly, many others take time to write Letters to the Editor based on care, efforts at clarity, research, and respect for truth. We should be able to expect the same degree of conscientiousness and professionalism from all *Gazette* editors.

Ruth Bolletino

## WHAT IS THE ROOT CAUSE: FACEBOOK VS. VIOLENT MILITARY OCCUPATION?

### MEMBERS:

There is a New York class-action lawsuit against Facebook filed by the Tel Aviv-based Israel Law Center. The lead plaintiff is Micah Avni (see *Gazette* letter, 11/26/15 by Ruth Bolletino) on behalf of victims of Palestinian attacks. 20,000 Israelis have joined the suit.

([www.pbs.org/newshour/bb/why-20000-israelis-are-suing-facebook-over-palestinian-attacks/](http://www.pbs.org/newshour/bb/why-20000-israelis-are-suing-facebook-over-palestinian-attacks/) [November 24, 2015]).

While Israel’s Prime Minister Benjamin Netanyahu points to social media as inciting Palestinians, he singled out Facebook in the current wave of Palestinian violence. Publically disagreeing with Netanyahu, Israel’s two active-duty generals of the IDF, who are among the army’s top experts on Palestinian affairs, said Palestinian violent attacks are driven by anger at Israel’s actions and policies.

([www.forward.com/opinion/323817/idf-does-not-agree-with-netanyahu-on-roots-of-palestinian-violence/](http://www.forward.com/opinion/323817/idf-does-not-agree-with-netanyahu-on-roots-of-palestinian-violence/) [November 3, 2015]).

([www.yalibnan.com/2015/10/19/israeli-pm-blames-social-media-for-palestinian-violence/](http://www.yalibnan.com/2015/10/19/israeli-pm-blames-social-media-for-palestinian-violence/))

While Palestinian social media has been described as more militarized, many Palestinian commentators have pointed out, we should not confuse the instrument (social media) with the root cause.

([www.juancole.com/2015/10/intifada-facebook-fallacy.html?utm\\_source=dlvr.it&utm\\_medium=twitter](http://www.juancole.com/2015/10/intifada-facebook-fallacy.html?utm_source=dlvr.it&utm_medium=twitter))

In the PBS interview cited above, November 24, 2015, Noura Erakat (George Mason University) makes it clear that it is not social media inspiring youth to take up knives against civilians. “The root cause is the ongoing occupation and the violence, the military violence that’s meted out against Palestinian bodies every day.” Current statistics reflect Israel’s violent military occupation. As of November 27, 104 Palestinians and 16 Israelis were killed since October 1st. On November 20, 2015, the Palestinian Health Ministry reported that more

than 10,000+ Palestinians were injured since October 1st: 1,458 were shot with live army fire, 1,070 shot with rubber-coated steel bullets, 300 suffered fractures and bruises, 26 suffered burns from Israeli gas bombs and concussion grenades, over 6,000 suffered effects of tear gas inhalation).

([www.imemc.org/article/74037](http://www.imemc.org/article/74037))

The United Nations observes the International Day of Solidarity with the Palestinian People on November 29 each year. MEP Martina Anderson is the Chair of the European Parliament’s Delegation for Relations with Palestine. She called for Israel to lift the blockade of Gaza, to end settler activity and terror, to end the collective punishment of the Palestinian people and to end the occupation. She also called on the international community to help end the injustices inflicted on the Palestinian people.

([www.imemc.org/article/74046](http://www.imemc.org/article/74046))

The PSFC is part of that international community. Our Mission Statement is clear: ‘We seek to avoid products that depend on the exploitation of others.’ SodaStream has continued its unfair labor practices in its Naqab (Negev) factory. Its workers, including Palestinian Bedouin women, can be assigned longer or shorter work days based on the company’s needs. This can include shifts lasting up to 12 hours, possibly evening shifts. SodaStream can notify its workers on short notice. To withdraw our purchasing power by voting to deshelve SodaStream products will send a powerful message to SodaStream that we do not support their exploitative working conditions of Palestinians. (<https://adalahny.org/campaign-main-document/1229/sodastream-naqab-negev-complicit-apartheid-and-colonization>)

Mary Buchwald  
PSFC members for bds  
[www.psfcbds.wordpress.com](http://www.psfcbds.wordpress.com)

## POLITICAL RHETORIC FUELS HATE AND VIOLENCE

### TO THE EDITORS,

Ironically, as I write this letter, I just received a headline from the *Washington Post*: “Abortion rights groups: Political

rhetoric contributed to shooting [at Planned Parenthood].”

Despite our *Gazette* guidelines, to “not knowingly publish letters, articles or reports that are hateful, racist, sexist, otherwise discriminatory, inflammatory or needlessly provocative”, for seven years the editors have been publishing the very kind of political rhetoric that can contribute to hate and violence.

Since 2009 there have been an unprecedented number of letters on a topic of marginal relevance to the Coop, including more than 90 from one individual plus a multitude from others with a similar animus toward the idea of two-states living side-by-side in peace and security, one of these states Israel, primarily Jewish with a 20% Arab population plus a majority consisting of indigenous Jews, descendants of Holocaust survivors, Jews ethnically cleansed from middle-east countries, Jews of African, Asian and Indian descent, and more recently and increasingly immigrants from Europe fleeing anti-Semitic terrorism.

All of these letters prosecute a case against Israel as though the Coop were an international criminal court. Because of what others of us regard as the “inflammatory” and “needlessly provocative” nature of these letters, we have been forced to shoulder the burden of acting as attorney for the defense of Israel’s reputation, rebutting claims, discrediting sources, and objecting to what we regard as “hateful” and “otherwise discriminatory” material, discriminatory in the sense that the one-and-only Jewish State, so small you can hardly find it on a map, the only functioning democracy in the middle-east (albeit, like other democracies, imperfect), faced with daily violence and existential threats, has been singled out for unrelenting, microscopic scrutiny and unsubstantiated condemnation here at the Coop.

And note that despite the editors’ recent promise to avoid repetitive letters, the claims about Palestinian olive trees in the last *Gazette* are recycled from similar ones written in past years. Furthermore, the editors have no way of knowing whether or not the claims are true, yet see fit to publish them again and again and again.





# LETTERS TO THE EDITOR

Does the handful of Israeli products on our shelves justify such disproportionate coverage in the *Gazette*, seemingly in perpetuity? The “free speech” excuse does not suffice, for there would be no “free speech” if such questionable accusations were leveled against any group other than Jews, a historically persecuted minority, increasingly harassed, terrorized, and murdered throughout the world, Jewish students harassed on college campuses, two visibly Jewish men victims of recent violent hate crimes in Crown Heights, terrorism in Europe, and the murderous campaign of stabbing, rock-throwing, and car-ramming currently being perpetrated by Palestinian men, women and, tragically, children as young as 11 years old groomed to believe they should be murderous martyrs.

There are groups of people, Israelis and Palestinians and others, who are building bridges to peace. The BDS movement is not one of those groups and should not be given a platform to promote their inflammatory rhetoric.

*Sylvia Lowenthal*

## GENERAL MEETINGS

### TO THE EDITOR:

Let me tell you why I will no longer go to the General Meetings. I am a relatively new member. I have been to three consecutive meetings and they all seem to be dominated by the boycott Israel people. I would love to hear more about the actual FOOD. There are some great take-aways from the meetings like learning about the affiliation with new start-up food coops modeled on the PSFC; the introduction of fresh fish, the work being done to stop the Trans-Pacific Partnership, hearing that the holiday pies are showing up Tuesday 11/23 (hey this is important)—but the main focus and the predominance of these meetings is devoted to the people who want to ban Israeli products. The proposal to change the *Gazette* editorial policies brought forward by this same contingent of people was a way to attack the same issue from another angle. I don't actually want to stop going to the meetings but if this same issue continues to monopolize the time at every meeting I will stop because this is tiring.

*Thank you,  
Vicki McCabe*

## GM DISRUPTIONS MUST END

### DEAR CHAIR COMMITTEE,

November's General Meeting was marked by three question and answer periods where nearly every selected speaker from the floor pushed past their allotted time at the microphone. From my seat in the audience this appears, and has appeared for years now, grossly unfair and disruptive to the meeting guidelines. Whenever the Chair politely cautions “Time!”, the speaker simply raises their voice and steamrolls past your warnings, sometimes several times in a row. Or worse, your efforts to perform your workslot faithfully are rewarded with a street-style palm to the face and are ignored. The fault is not yours. Likely you have not addressed this reoccurring problem out of a basic sense of civility and fairness. However, this is being exploited by people who don't share your sense of either one.

I respectfully suggest starting in December you notify the floor before each meeting that you will employ a stopwatch and enforce your right to energetically gavel over the speaker's voice plus cut off their microphone. Failing

that, people who have already become known for abusing their time should be identified out loud by name as the transgression occurs and reported to the Disciplinary Committee for purposeful disruption of the meeting (and this goes equally for those who have over the course of several meetings attempted to order you around by shouting from their seat, or make multiple attempts to speak off-topic and then play dumb when called on it). Failing that, people who abuse their rights to the detriment of others shouldn't be called upon

to speak at all. Keeping a running record over the course of several months at the table will make it easy to keep track and provide evidence that you are performing your workslot with fairness and consideration for everyone.

We have serious issues regarding operations to discuss at every single GM. I hope to see more people with equal time at the mic instead of fewer taking their unequal share.

*Respectfully yours,  
Jesse Rosenfeld  
Secretary to the Meeting  
Board of Directors*

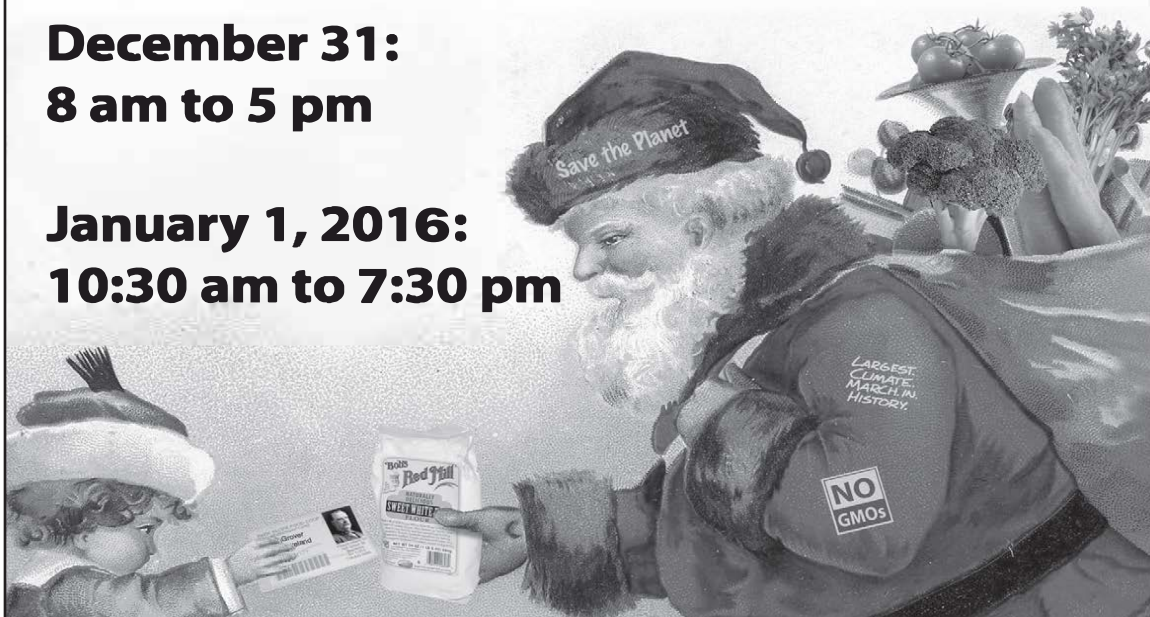
# HOLIDAY SHOPPING HOURS:

**December 24: 8 am to 5 pm**

**December 25: CLOSED**

**December 31:  
8 am to 5 pm**

**January 1, 2016:  
10:30 am to 7:30 pm**



**ecokvetch**  
the environmental  
committee blog

## Tip of the MONTH!

### Reduce Your Use of Paper Towels

The fewer disposable items we use, the less we contribute to the garbage stream.

The Coop sells Twist European Sponge Towels that are a great alternative to paper. When you do buy paper towels, try to get unbleached ones.

Learn more at:  
[ecokvetch.blogspot.com](http://ecokvetch.blogspot.com)



## November GM

CONTINUED FROM PAGE 3

do, they use a combination of their judgment, Coop mission and principles, and their governance structure to discuss possible solutions to issues that arise, such as the overwhelming BDS debate. Solutions proposed are intended to be fair, consistent with the principles of the Coop, and support journalistic integrity and good editing. The new editorial policy was discussed and implemented by the editors in that fashion.

On the second topic, the proposal to have *Gazette* editorial policies voted on at the GM was brought forth. Prac-

tically, to change *Gazette* governance and policies Coop member Tim Platt noted that Coop governance requires that a formal Committee be established and a process followed over the course of two years, using the recent reform of Agenda Committee policies as an example. Tim likened this to “bleeding on paperwork. It would work, but it would not be easy.”

On the third topic of the *Gazette* as a forum for debate on BDS, the arguments were impassioned and wide-ranging. On the one hand, the ability of the *Gazette* to be an open forum was called into question because of the moratorium and now limitation on the

BDS debate in these pages. On the other hand, it was discussed that the *Gazette* must uphold the fairness policy and the Coop’s values, for reasons of governance, for not letting one topic dominate the pages of the *Gazette* at the expense of other issues, and for legal reasons around not publishing defamatory statements.

### Agenda Item 3: Motion to Elect *Gazette* Coordinating Editors

Mike Miranda, the Art Director of Team 1, made a proposal to elect *Gazette* Coordinating Editors and to change the title from “Coordinating Editor” to “Senior Editor.” Coop members were

reminded by the meeting chair that this “motion” was incorrectly named and that no vote on the topic would take place.

During the discussion it was noted that the Coop has several committees with non-elected staff, such as the Chair Committee. Other committees responsible for governance like the Agenda Committee and the Disciplinary Committee have elected members. The *Gazette* falls into a gray area. Its members are professionally trained.

Currently, the *Gazette* reporters are chosen from a pool of qualified applicants with journalistic background, vetted via interview and

brought on for a probationary period. Editors are selected most often from the pool of reporters by the Editorial Committee, after they have served on the *Gazette* for over a year and so understand how the paper is produced. Editors are not elected by the GM and do not serve terms.

The discussion brought out a possible perceived contradiction between the mission of the Coop to “maximize participation at every level,” presumably through electing Coordinating Editors, and the practical considerations of producing a paper that is provided as a service to Coop members as a forum for open discussion. ■

## Childcare

CONTINUED FROM PAGE 4

Usually I sit around, hang out, do stuff. Like read books.

Anonymous member’s daughter, 6: *The bagels*.

Anat, 6: *Playing*.

Madeleine, 8: *I really spend most of my time reading the books there—there are a lot of chapter books that I love to read—like the Baby Sitters Club and Diary of a Wimpy Kid.*

Milo, 12: *I feel like it’s probably changed a lot since I was there. I did drawings when I was there and that was basically all I would do. They had other things, but that was all I would do. Every once in a while I would play in the toy kitchen.*

Lily, 12: *When I was little, I really liked playing with all the toys I didn’t have at home. They had Polly Pockets and there were plastic stoves and kitchen fridges that I loved. I wanted those at home more than anything. They were seriously my most favorite things in the world.*

What are your least favorite parts of the childcare room?

Elliot: *I don’t really like reading the books there. I’d rather play with the toys.*

Winter: *That most of the things are not in good shape. They are not. Like, all the electric toys have no battery power.*

Anat: *Leaving.*

Seraphina: *Sometimes the kids are littler than me and I don’t have anyone to play with. The grown-ups usually don’t have time to play with me. They are dealing with the younger kids.*

Anonymous member’s daughter: *It’s boring.*

Madeleine: *Sometimes when I go there there’s mothers and fathers with 1 year old and 2 year olds and they spend more time with their own kids than*

*taking care of other children.*

Milo: *There were people there who were older than me and they would bully me. They would take things and take over games that I was playing with.*

Lily: *The mattress and the little rugs don’t smell good.*

### What are your suggestions for improving the childcare room?

Elliot: *Having, like, toy ships. I like war stuff; I’m not really into the stuff at the Coop. I’m talking about, like, WWII.*

Winter: *Taking better care of the toys. More animal toys, hard animals that babies can use to play with.*

Seraphina: *If there were more people that could play with people who were older than the other kids. Please add more things that are discovery and action things, like some of the action things would be dress up. Some of the discovery things would be things like things in the forest, and in nature, like pinecones and shells, and stuff like that.*

Abigail, 6: *If they had a bath tub that’d be good (said with an eye roll, reports her mom). And then her twin brother piped in to say it would be great if they provided bubble gum (which the anonymous member very rarely gives them, she clarified).*

Anat: *More toys for six year olds.*

Madeleine: *Maybe even if they have the tiniest bit of a cold or they haven’t gotten their shots, I think that they should get their shots before they get in the childcare room for health reasons. (Note: The childcare room regulations mandate that children should not be allowed in if they have a runny nose or other signs of illness.)*

Milo: *I feel like they should*



The author’s five-year-old daughter, Winter, says she looks forward to Coop childcare for the bagels.

add games in addition to toys. It was disappointing that they didn’t have games. And I feel like they should pay more attention to what is happening with the kids. They could add clay, like Model Magic, to build things.

Lily: *Better snacks. Bagels are boring!*

### If you heard that a kid your age was going to go to the childcare room for the first time, how would you describe it to them?

Winter: *It has lots of toys.*

Anat: *It is fun with a lot of toys.*

Madeleine: *It’s fine, maybe. Like their parents are only going to be gone for maybe 30 minutes so it’s really not that bad.*

Milo: *It was really bright all the time and they had a bunch of different tables and toys on the floor and a play kitchen.*

Lily: *It’s super fun, there are tons of toys and the grownups don’t tell anyone what to do. ■*

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MADISON AVENUE HAIRCUTTER is right around the corner from the Food Coop, so if you would like a really good haircut at a decent price, please call Maggie at 718-783-2154. I charge \$60.

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## COMMUNITY CALENDAR

Community calendar listings are free. Please submit your event listing in 50 words or less to [GazetteSubmissions@psfc.coop](mailto:GazetteSubmissions@psfc.coop). Submission deadlines are the same as for classified ads. Please refer to the Coop Calendar in the center of this issue.

## SAT, DEC 12

10 a.m. Holiday Open House at Greene Hill Food Co-Op marking its 4th anniversary by inviting members and non-members. All are welcome to shop and learn more about Greene Hill's affordable local, seasonal produce and groceries. There will be cooking demonstrations, sharing inspiring recipe ideas, and sampling a variety of products. Where: 18 Putnam Ave. (between Grand Ave. and Downing St.) in Clinton Hill, Brooklyn.

## SAT, DEC 19

8 p.m. Guy Davis: musician, author, music teacher and actor mark him as a Renaissance man. At the Peoples' Voice Cafe. Community Church of NY Unitarian Universalist, 40 E.35th ST. N.Y. Info Call: 212-787-3903 or [peoplesvoicecafe.org](http://peoplesvoicecafe.org). \$18 general/\$10 for subscribers.

## SUN, DEC 20

10 a.m. Who Needs Supplements? Feel Better and Stronger! Souen, 210 6th Ave and Prince St. Fee: \$25. Learn the truth about

supplements and how they make great improvements to a healthy diet and lifestyle. [macrobiotic.com/classes--workshops](http://macrobiotic.com/classes--workshops)

## SUN, DEC 20

4 p.m. BPL Chamber Players presents: Adela Pevta and Miki-Sophia Cloud, violins; Ah Ling Neu, viola; Roberta Cooper, cello; Peter Weitzner, double bass at the Dr. S. Stevan Dweck Center for Contemporary Culture Central Library. 10 Grand Army Plaza BKLYN. Admission Free.

## PARK SLOPE FOOD COOP MEMBERS ARE INVITED TO SHOP AT GREENE HILL FOOD CO-OP.

GREENE HILL FOOD CO-OP IS OPENING ITS DOORS TO PSFC MEMBERS. JUST SHOW YOUR PSFC MEMBERSHIP CARD AT THE DOOR.

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& GREENE  
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CO-OP

Greene Hill Food Co-op is open for shoppers:  
Mon & Wed 3pm - 9pm  
Sat & Sun 10am - 6pm  
18 Putnam Ave., Brooklyn (bet. Grand Ave. & Downing St.)  
[greenehillfood.coop](http://greenehillfood.coop)

## To Submit Classified or Display Ads:

Ads may be placed on behalf of Coop members only. Classified ads are prepaid at \$15 per insertion, display ads at \$30. (Classified ads in the "Merchandise-Non-commercial" category are free.) All ads must be written on a submission form. Classified ads may be up to 315 characters and spaces. Display ads must be camera-ready and business card size (2" x 3.5" horizontal).

Submission forms are available in a wallpocket near the elevator in the entrance lobby.

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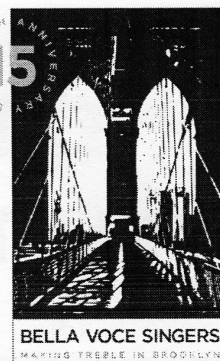
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Sunday, December 6  
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Saturday, December 12  
7:00pm  
St. Charles Borromeo  
Brooklyn Heights  
[www.bellavocesingers.com](http://www.bellavocesingers.com)

Good Neighbors of Park Slope is sponsoring a  
**RENT FREEZE OUTREACH EVENT**  
Friday December 11th (11:00 – 4:00) at  
Park Slope Library, 431 6th Ave. at 9th St.

If you are 62 or older, live in a rent-regulated apartment, have a household income of less than \$50,000 after deducting Federal, State, Local, and Social Security taxes, and pay more than 1/3 of your monthly household income on rent, you may qualify to have your rent frozen. Come to the event. We can help you apply. Bring proof of age and household income and your current and prior lease. For more information go to: [nyc.gov/rentfreeze](http://nyc.gov/rentfreeze).



☆ EXCITING WORKSLOT OPPORTUNITIES ☆

RECEIVING PRODUCE

Monday–Friday, 5 to 7:30 a.m.

The Coop is looking for members to work in the produce area. Responsibilities include lifting boxes, unloading deliveries, stacking boxes in the basement. You should be willing to get or have wet hands while you are working. Boxes usually weigh between 2-20 lbs., a few may weigh up to 50 lbs.

VITAMIN-SHELF STRAIGHTENER

Sunday, 3:30-6:15 p.m. or 6:00-8:45 p.m. (flexible, other times possible)

Looking for people with attention to detail to spend their whole shift straightening the Vitamin and Supplement aisle in preparation for the Sunday night inventory squad. Do you stand in line looking across the aisle wistfully just wishing you could put things neatly in a row? Then this job is for you! In turn, it will help you to learn the whole aisle inside out, and what products we sell. Seeking long-term commitment to the Supplement aisle and to Sunday afternoons. Please call or email Jessa Fisher at jessa\_fisher@psfc.coop or 718-622-0560.

STORE EQUIPMENT CLEANING

Monday, Wednesday, Friday, 6 to 8 a.m.

This job involves meticulous deep cleaning of the store’s checkout equipment and furniture. Workers are required to read and follow detailed instructions for cleaning the scales, printers and monitors as well as cleaning the furniture and organizing checkout workers’ tools and supplies. Must arrive on time at 6 a.m. Please report to Cynthia Pennycooke on your first work shift.

OFFICE SET-UP

Monday, Tuesday, Thursday, 6 to 8:30 a.m.

Need an early riser with lots of energy to do a variety of physical tasks including setting up tables and chairs, buying food and supplies, labeling and putting away food and supplies, recycling, washing dishes and making coffee. Sound like your dream come true? This job might be for you. Please speak to Adriana in the Membership Office for more information.

ENTRANCE DESK

Monday, 5:45 to 8:00 a.m.

Supervised by Membership Coordinators, you will be staffing the Entrance desk in hours of the weekday before the Coop is open to shoppers. Primarily you will be checking in working members, informing them of their member and household status, and handing out entrance desk slips to members who need them. Entrance workers provide an essential member service and must be welcoming, polite, able to read and interpret information on the entrance desk screen, and able to clearly convey information about member status directly to members. Entrance workers also provide a key security function, and must remain alert throughout the shift, which may have slow periods. Therefore, reading, writing, talking on the phone, texting, etc. are not allowed. Punctuality and good attendance will be essential, as you will be the only Entrance worker scheduled at this time of day. Paid Membership Coordinators will be present to train you on your first (and second) shift, and then to support you and answer questions going forward.

VISITOR LOG DATA ENTRY

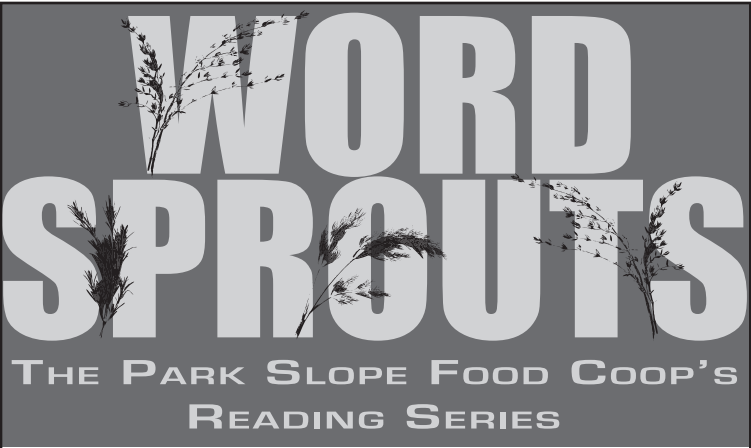
Tuesday, Thursday, 7:30 p.m.

Do you enjoy doing data entry? Are you a stickler for details and accuracy? Do you enjoy deciphering difficult-to-read handwriting? Comfortable working on a Mac and toggling between two different databases? Then this job may be for you! The Visitor Log information needs to be entered into a Filemaker Pro database. Accuracy is important, so you must take your time and pay attention to what you’re typing. We are looking for detail-oriented people to do this job. Please contact Camille Scuria before your first shift: camille\_scuria@psfc.coop.

GENERAL MEETING SET-UP

Tuesday, 5:30 p.m.

Adaptable, physically energetic, team workers with excellent attendance needed to help set up and break down the space where the General Meeting is held. Contact Adriana Becerra, Membership Coordinator, adriana\_becerra@psfc.coop.



Are you a writer?  
Do you want FTOP credit?

Wordsprouts, the Food Coop’s reading series, is looking for you, for its monthly events in the second-floor meeting room.

Please contact the organizers at wordsproutspsf@gmail.com.

Solution to this issue's sudoku puzzle

2	6	9	5	4	3	7	1	8
8	1	7	2	6	9	4	5	3
5	4	3	8	7	1	6	2	9
3	5	4	7	2	6	8	9	1
9	8	1	3	5	4	2	6	7
7	2	6	9	1	8	5	3	4
1	7	8	6	3	5	9	4	2
6	3	2	4	9	7	1	8	5
4	9	5	1	8	2	3	7	6

THANK YOU!

Thank you to the following members for referring friends who joined the Coop in the last four weeks.

Grégoire Abrial	Erika Cann	Laura Grant	Shelley L.	Dean Mekkawy	Taier Perlman	Shern Sharma	Susan Weiss
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Sam Asghari	Thomas Dargan	Matthew Hoagland	Alison Lin	Miriam	Clara Presler	Daniel Sole	Constance L. Williams
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