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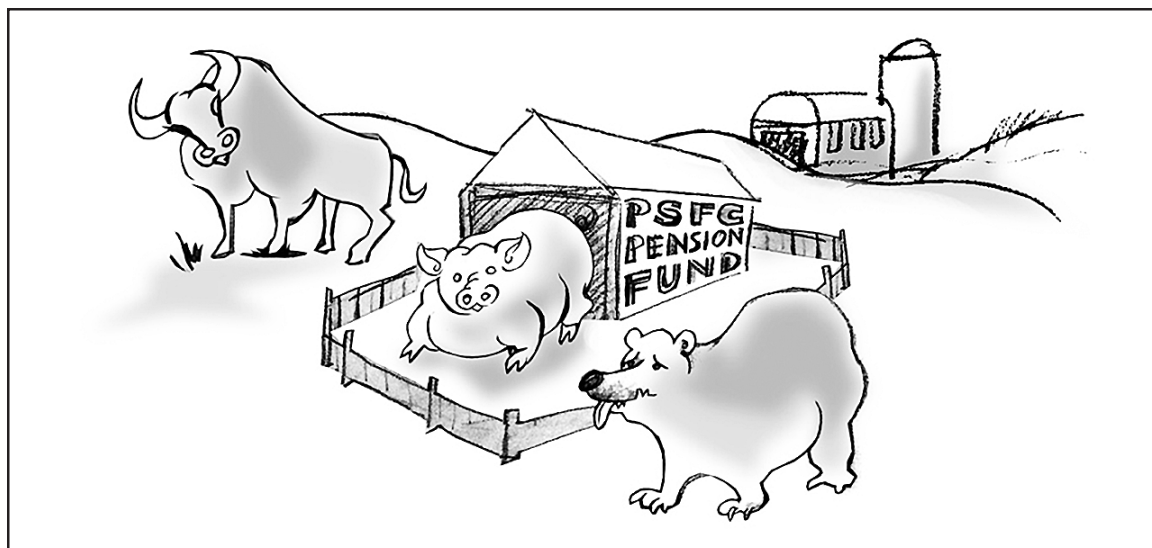
GAZETTE

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Volume KK, Number 25

December 8, 2016

New Manager to Guide Pension Funds, Co-Trustee George Haywood to Retire



Investments dealing with the bear and bull markets.

By Ed Levy

George Haywood, co-trustee with General Coordinator Joe Holtz of the Coop pension fund, will retire from active investing and resign as co-trustee of the Coop's pension fund within three to five months, once all of the fund's money has been moved to lower-risk, less speculative investments.

In a phone interview, Haywood told the *Linewaiters' Gazette* that he agrees with concerns members have expressed over the last several months that the funds are invested in stocks that are too speculative. "Calls to invest the pension money in safer funds are appropriate and warranted," Haywood said. "When we started, the pension fund

was a couple of million dollars. That couple of million has now risen to 7.4 million. What might have been appropriate then is not appropriate now."

Scrutiny of the pension fund's losses last year by member Jonathan Hessney and others led to vigorous calls for reform of both its management and its investment strategy. One major concern was that the funds were invested in a very small number of high-risk stocks, using an approach heavily dependent on a single individual's close daily monitoring of volatile shares.

With Haywood's impending resignation, Haywood and Holtz have turned to an investment manager to manage the portfolio, a step authorized by the plan's governing docu-

ment. "The pension plan needs professional investment decisions," Holtz said in response to an email. "George has provided that, and since he will be resigning once we sell all the investments that he is expert in, a long-time member who is an expert in pension funds has been asked to serve in this role."

The member tapped for this responsibility is Dan Wiener, chairman and chief executive officer of Adviser Investments (www.adviserinvestments.com) which specializes in mutual funds. According to its website, Adviser Investments currently manages about 3 billion dollars for approximately 2,500 clients. Wiener has accepted the role and has

CONTINUED ON PAGE 2

So You Want to Work At The Coop? A Look at the Coop's Interviewing and Onboarding Process



ILLUSTRATION BY ETHAN PETTIT

PHOTO BY ROD MORRISON

New Receiving Coordinator David St. Germain (left) with General Coordinator Joe Szladek. Every job listing attracts at least 50 applicants.

By Frank Haberle

Have you ever considered applying for a job at the Coop? It is clearly very rewarding work—serving locally, in a cooperative, to provide healthy food to your community. And it is very hard work—you are on your feet all day, in many cases working with your hands, and coordinating your work

flow with an endless cast of shoppers, providers, squad members and colleagues.

Because the work is so challenging, the Coop has developed a careful application, interview, selection and onboarding process, to ensure that applicants for open positions are the best fit for the job. An important

CONTINUED ON PAGE 3

December General Meeting is Cancelled

The December General Meeting will not be held, due to the holidays.

The General Meeting of the Park Slope Food Coop is held on the last Tuesday of each month. The January General Meeting will be on Tuesday, January 31, at 7:00 p.m. at **St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.**

For more information about the GM and about Coop governance, please see the center of this issue.

Coop Event Highlights

Fri, Dec 9 • Wordsprouts:
Current State of Publishing 7:00 p.m.

Tue, Dec 13 • Plow-to-Plate Film:
Food For Thought, Food for Life 7:00 p.m.

Thu, Jan 5 • Food Class 7:30 p.m.

Fri, Jan 6 • Film Night 7:00 p.m.

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

IN THIS ISSUE

The Joys and Challenges of Small-Batch "Made-In-Brooklyn" . . .	4
Safe Food Committee Report	5
Puzzle	5
International Trade Education Squad Report	6
Community Calendar	6
Classifieds	7, 12
Welcome	9
Coop Calendar, Governance Information, Mission Statement	9
Calendar of Events	10
Letters to the Editor	12

Pension Funds

CONTINUED FROM PAGE 1

already begun moving the pension funds, as the stocks are sold, to more conservative investments. The pension fund's relationship will be with Wiener himself, not with Adviser Investments, and he will get workslot credit.

Wiener is the editor of a newsletter, the *Independent Adviser for Vanguard Investors*, and author of the annual *Independent Guide to the Vanguard Funds*. He has been quoted frequently in the financial media and was named one of Barron's top 100 investment advisers. Before founding Adviser Investments in 1994, he covered personal finance for *U.S. News & World Report* and *Fortune*. For seven years, he served on the board of the Bedford-Stuyvesant YMCA, and he currently serves on the investment committee of BRIC, an arts and music non-profit. Wiener and his wife live in Brooklyn.

Haywood's Role

Asked about his approach to managing the Coop's pension money, Haywood said, "These were things that I researched to the nth degree, I would do an enormous amount of research on specific companies and specific industries, and it didn't seem to involve a lot of extra time to put the Coop money into the same things I decided were worth putting my money into. Fortunately over time, it's worked out

extremely well. We've outperformed the benchmark, and the pension fund, when I last looked, had 7.4 million dollars in it."

When asked about the pension's fund's losses last year, Haywood said, "The agitation and upset started when the annual report, which came out in June, had us at 4.8 million, which is not a figure we were real happy with. Unfortunately, when you tend to invest in more speculative things, they can fluctuate quite a bit, but fortunately, they fluctuated up again and did what we thought they would do in the long run and we've had a tremendous return this year after having a substandard return the last couple of years. So the net result, which is the only thing that counts, has been very good."

Some questions were raised about Haywood's personal involvement in the companies he invested pension funds in and whether that constituted a possible conflict of interest. Of the stocks held by the pension fund as of late October, Haywood was listed in the 2015 annual report of Neptune Technologies as its largest shareholder. At the time he had 9.9% of the shares.

Haywood said there were no conflicts of interest, and that other than owning stock, he did not have any other financial relationship with these companies. Asked if he is privy to insider information as a result of his holdings in them, he said, "Owning stock in them doesn't make you an

Total account value	Prev close	Current value	Today's net change
	\$7,304,316.78	\$7,305,240.00	\$923.22 (0.01%)
● Cash Balances			
	Prev close	Current value	Today's net change
☐ Cash & cash alternatives			
Cash	\$386,773.83	\$386,773.83	\$0.00
Cash alternatives	\$4,047,429.97	\$4,047,429.97	\$0.00
Savings	\$0.00	\$0.00	\$0.00
Total	\$4,434,203.80	\$4,434,203.80	\$0.00
Funds on hold	\$110,000.00	\$110,000.00	\$0.00
Cash available for withdrawal		\$4,111,094.14	
● Positions			
	Prev close	Current value	Today's net change
☐ Positions			
Stock value	\$2,856,972.98	\$2,857,896.20	\$923.22 (0.03%)
Option value	\$0.00	\$0.00	\$0.00
Mutual fund value	\$13,140.00	\$13,140.00	\$0.00
Bond value	\$0.00	\$0.00	\$0.00
Total	\$2,870,112.98	\$2,871,036.20	\$923.22 (0.03%)

Balances from the pension-fund brokerage account as of November 28, 2016, showing a cash portion of just over \$4.4 million. As stocks are sold, they are being invested in mutual or exchange-traded (index) funds.

insider. We're not trading on any insider information."

"I never got paid anything," Haywood said. "This was just my workslot. There was no self-dealing. All the trades that were done in the pension fund account were done in public exchanges. All were publicly traded stocks. I never charged a fee." And he pointed out that in a more typical situation, he would have made at least one percent in fees for what he has been doing for workslot credit. On a fund the size of the Coop's, that would have amounted to tens of thousands of dollars per year. Haywood did not forgo only fees, because he lived in Washington, he did not get the usual benefit—shopping at the store—for doing his workslot.

A Harvard graduate, Haywood worked at Lehman Brothers and then at a large hedge fund before becoming a private investor about eighteen years ago. He and his family moved back to his native Washington, D.C. from Brooklyn ten years ago. He was recently elected to the board of directors of Fannie Mae, the Federal National Mortgage Association.

Impact of the Election

We asked Haywood if the unexpected election results figured in his decision to make the changes he has begun implementing. "The election results were not the main factor, but they certainly were a consideration," he said. "I'm not optimistic about how the U.S. economy will fare under the leadership of the incoming administration. Stock, bond, and real estate markets are at or near all-time highs, and if one isn't bullish on the economic future, it's hard not to be nervous about the markets. Now seems to be a good time to become more conservative in the investment profile of the pension fund. Passing the baton to a man of Dan Wiener's abilities is the best way I can think of to do that."

The pension co-trustee position that Haywood will be vacating could eventually be filled by a vote of the Coop General Meeting. But that is not a certainty. According to the plan documents, there is no required number of trustees. The plan could continue with one trustee (Holtz), with two trustees as before, or with multiple trustees.

Expanded Reporting and a New Administrator

Holtz said that as trustee, he plans to present an expanded and more detailed pension plan report to the membership, which will give a richer picture than in the past of the plan's holdings and expenditures, include specifics about where the plan is invested, and describe how the plan's financial status affects the health of the Coop. The June annual meeting is the optimal time for this, Holtz explained, since certain details of the plan are presented only at that meeting as part of the annual audited report of the Coop's financial statements. In addition, at the June meeting there is an outside CPA auditor on hand who can answer member questions.

In addition to trustee and investment manager, the pension plan document defines the job of plan administrator, whose duties include communicating payroll data, birth dates, and amount of paid hours worked each year to the plan's outside actuaries. In 1993, the General Coordinators named Joe Holtz as plan administrator. They are planning to name a new administrator when Holtz steps out of this role in the near future.

Calls for Reform to Continue

It is unlikely that the abrupt resignation of Haywood, appointment of a new investment manager, and plans for enhanced annual reporting will lead to the withdrawal of the reform proposals currently pending before the General Meeting. "The way these changes were made emphasize even more the need for better governance and more oversight of the fund," Jonathan Hessney said in a statement. "We have just moved \$4.4M without knowing the new investment adviser's investment strategy, and without knowing anything about how he was chosen. After repeatedly asking the Agenda Committee to delay any vote on reform, the trustees have made an end run around the General Meeting and the membership to make enormous unilateral changes to the pension fund without discussion. The Agenda Committee has committed to scheduling a vote on our reform motions at the January GM, and we hope that the membership turns out to vote in favor of good governance." The General Meeting is on Tuesday, January 31. The Agenda Committee will announce the agenda when it meets in early January. ■

Special Ordering Temporarily Suspended



We will not be taking special orders 11/19/16 through 1/8/17 (special orders resume 1/9/17)

Vitamins/Supplements special orders are suspended indefinitely and will not resume on 1/9/17

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

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, 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.)

Work at Coop

CONTINUED FROM PAGE 1

prerequisite—that applicants must be a Coop member at least six months prior to applying—ensures that all candidates have an understanding of how the Coop operates. The *Gazette* spoke with General Coordinator Joe Szladek and two new hires in the receiving department, Jonathan Cruickshank and David St. Germain, to learn about the process of finding new staff and bringing them up to speed in the Coop's intricate work environment.

Applications and Interviews: Finding the Right People for the Right Job

Each Coop job listing attracts 50 or more applications from the Coop membership. Applications are screened by a hiring committee including two General Coordinators and two staff. Those with relevant work experience, preferably in food retail or aligned industries, are interviewed. "I used to work at Whole Foods," Joe shared, "which is very different from the Coop. The boxes all look pretty much the same, but it is a whole different industry." David worked at the Cobble Hill Starbucks for eight years; Jonathan worked as a sous



Jonathan Cruickshank, a new staffer in Receiving, works with members to help keep shelves stocked during nights and weekends.

chef in various restaurants around the city.

With interviews, Joe says "we are looking for people who can fit into a unique system. The people we hire have to be able to work with others in very close quarters. They give direction to members working their shifts and they have to be able to coordinate with other staff doing the same thing. It can get very tense; we are moving \$54 million worth of food each year through a very limited space, 6,000 square feet of selling floor upstairs and 6,000 square feet of storage downstairs. We need to find people who can function very well in this space and fit into an interdependent system to make it work."

Of his recent interviewing experience, Jonathan says "the hiring meeting that I had with Joe and Elinor Astrinsky was a little nerve wracking, but so is any first interview. But they were very relaxed and patient throughout the process; and that definitely helped me feel calm and allowed me to express myself without feeling pressured to give a rushed response. I felt more genuine and confident and as a result I felt at ease when I started working with the staff. With the General Coordinators being down to earth it made the initial six month probationary term seem more like joining a new family rather than training for another job."

David, who applied several times before securing a job, adds that "getting hired by the Coop was no easy matter. Since joining the Coop in 2007 and seeing the first job posting I've wanted to work here. It just seemed like it would be a good fit. I've always worked in the service sector or manual labor, so it seemed right up my alley. Little did I know that many people feel the same way and that I had to apply eight or nine times, but once I got an interview it fell into place. Kris Marx, formally one of the produce buyers, was a buddy from my messenger days and always encouraged me to keep applying. Yuri was also a real help in my not getting too discouraged, and queuing up again whenever a posting showed up. Also, once you've been a member for long enough and are outgoing, people start to recognize your face and your work ethic. The interview process was very straightforward, but intimidating, seeing as my experience with such things was very limited."

Joe cites the six month membership requirement as important, because applicants come to the work

with an appreciation of how a cooperative works. "If a member applies for a receiving job, and they haven't worked on a receiving shift before, we ask them to come in and work a few shifts," he says. "A staff member will stop by to explain the different facets of the staff role on the particular shift. We want to see how the applicant takes to the work."

Once on Board

In Receiving, new staff are brought up to speed over a six month period, shadowing seasoned staff members to learn the nuances of the Coop. "There are different elements to the work, like moving the right products up to restock the shelves at the right times," Joe says. "You don't want to send a lot of items up to restock aisle four during a heavy shopping period, for example." Joe adds that "there is a steeper learning curve than typical retail jobs. You are not just stocking shelves. The Coop sells 15 to 20 times the volume of a typical store. You need to solve complex problems."

Receiving work is learned on the front lines. There are a number of specific, specialized roles to play. As one of the newest Receiving Coordinators, Jonathan "works with members to help keep the shelves stocked during the nights and weekend shifts." As an Outside Receiving Coordinator, David oversees the deliveries that come into the Coop from 5 a.m.-1 p.m. His job responsibilities include "notifying the buyers of their deliveries, checking in the

goods, using member labor to help accomplish this, keeping the sidewalk as clear as possible, managing traffic so as not to impede the fire station with all the trucks coming and going, assisting other Receiving Coordinators in their endeavors as much as possible and, come winter, snow removal will also be on my plate as well as sidewalk maintenance."

Despite the intensity of the work, Joe points out that the Coop staff turnover is much lower than industry averages. "People stay for a number of reasons," he says. "They are attracted to the ideals of a cooperative and what it stands for. They get to work with an endless flow of people—members and staff—from all walks of life. The Coop does a great job of providing benefits, a pension plan, vacation, and supporting staff who are raising children and taking care of their families."

When asked what his favorite aspect of working at the Coop is, Jonathan says. "My favorite aspect is interacting with new members, daily. It helps to break up the monotony of doing the same tasks weekly."

David adds, "it's getting people's names right, since I see most on a monthly basis. I feel good when I can make members feel recognized. At Starbucks I could remember like 90% of my customers drinks but not their names, so I'm getting better. Probably 80% of the jobs I've had involved dealing with people, either serving or managing, so the Coop is both. I manage the people I serve." ■



New hires are brought up to speed over six months by shadowing more experienced staff. David St. Germain (left) with Yuri Weber, on staff since 2001.

STATEMENT ON THE COOPERATIVE IDENTITY

DEFINITION

A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.

VALUES

Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

PRINCIPLES

The cooperative principles are guidelines by which cooperatives put their values into practice. The International Cooperative Alliance adopted the revised Statement on the Cooperative Identity in 1995.

They are as follows:

1. Voluntary and Open Membership
2. Democratic Member Control
3. Member Economic Participation
4. Autonomy and Independence
5. Education, Training and Information
6. Cooperation Among Cooperatives
7. Concern for Community

REFERENCE: ICA.COOP

The Joys and Challenges of Small-Batch Made-In-Brooklyn Products at the Coop

By J.D. Davids

Brooklyn isn't just the borough housing the Park Slope Food Coop and a preponderance of its members. It's also the home of many food production companies that supply the Coop with a host of hyper-local food options, from sushi and pickles to pies and ice cream.

Brooklyn's small-batch food makers strive for "authenticity and precision," Melissa Vaughan, co-author of *Made In Brooklyn*, explained to the *Linewaiters' Gazette*.

"Handmade is key to their process and philosophy," she notes. "And not unlike the small food producers established long before the modern day artisanal food scene took hold, today's makers work long hours to provide for their families and in turn, nurture their communities through the common language of food."



Vaughan had already penned her first borough-focused food book, *The New Brooklyn Cookbook: Recipes and Stories from 31 Restaurants That Put Brooklyn on the Culinary Map*, when she was approached by Coop member Susanne König, owner of powerHouse Bookstore, in the summer of 2014 with the idea of collaborating on a book celebrating the local artisanal food and drinks movement.

A Coop member since 2008, Vaughan says she has too many favorites in our stock of local fare to name them all. But she did say she's a big fan (in no particular order) of Steve's Keylime Pies, Regal Vegan's Basilicotta and Faux Gras, everything from Liddabit Sweets, Early Bird Granola, Sixpoint Brewery's "The Crisp" and Colson Patisseries.

Brooklyn-born fare represents a very small percent-

age of Coop stock, according to General Coordinator Joe Szladek, who notes that "A lot of that stuff is much more expensive, whether because of the Brooklyn name or because the products [are] using more premium ingredients, or are doing things in small batches—and that drives up the price of things."

In addition to price issues, Szladek says that stocking the local artisanal goodies brings additional complications for the Coop. With the rapid pace of merchandise coming in, paired with the challenging parking and space situation out front, having a bunch of small-batch products arrive in a little truck, car or even on a bike adds to the chaos.

"We can only accept so many deliveries. Having thousands and thousands of products, it would never work (to have lots of independent products individually deliv-

ered)," he notes.

For that reason, the Coop prefers to procure local products through distributors rather than company-by-company. Vaughan, who believes that the Coop is very supportive of local makers, does say that the transition from self-distribution to working with a distributor is challenging for many makers.

And it's not just loading space that's a premium at the Coop. Szladek says there's also the need to make sure there's space on the shelves for products that generally are lower cost than the locally made small scale options.

"We appreciate the quality of the products but we are very aware that they often come with higher price tag," he explains. "We don't always bring everything that comes in—even if a very good product—because we want to preserve space on our shelves for folks that need to feed

families on a tighter budget that aren't able to partake in the more expensive items."

"We'll only carry a product like that if we know that we have cheaper version available... Our members really appreciate not just *Made In Brooklyn* products but all sorts of artisanalized versions of almost everything you can imagine—but we only want to bring that in if we know that we have room for it. We would never force out a budget version of a product."

The popular Court Street Grocery sandwiches are a good example of local purveyors meeting the needs of hungry shoppers. "They're a little more expensive than we'd like," says Szladek. "We'd like to get a cheaper sandwich in, but our members buy about 100 a day."

He encourages members to use the product suggestion book at the front desk if there's a local product members would like to see at the Coop. And if members have a favorite local producer who would like to approach the Coop to carry its wares, a short list of distributors is available via the Receiving department to help the makers find a Coop-efficient way of coming to our shelves.

In some cases, the Coop can represent a significant opportunity to the local vendors, not only in terms of quantity of sales, but validation of the products themselves.

"The Coop is a wonderful account for us," explains Ron Cunningham of Brooklyn Bell Ice Cream, which has supplied the Coop with ice cream since 2012. "The orders are regular and frequent so that helps us with business planning. It also works to demonstrate to other wholesale accounts that we are a 'real' food business."

"Brooklyn has such great food 'energy' and access to all types of global cuisines and cultures. It's easy to tap into that and come up with ideas and flavors," Cunningham says, adding that "It's not easy here. There is a lot of competition so it means that your product must be good otherwise someone else will offer a better product. You tend to get one chance to make that connection with customers. It's also very expensive. But it forces us to be creative and explore



ILLUSTRATIONS BY DEBORAH TINT

unique solutions."

Cunningham says he had a fairly straightforward experience getting their products into the Coop.

"My wife Kati made the first visit and took our samples. We were not sure we would get the account since we were so new at the time, but I guess the buyer liked our ice cream, and it's been all smiles ever since."

Some of those smiles came in the form of a contest that harnessed the creative Coop membership to generate a tasty new flavor. As reported in the September 17, 2015 *Linewaiters' Gazette*, the company held a contest in June of that year at the Coop, asking members to imagine a recipe for a new flavor. The winning entry, out of more than 100 ideas, came from Jana Cunningham (no relation to Ron Cunningham): coffee ice cream with chocolate-covered coffee-bean chips and a hint of maple, called "On Alert!"

Over a year later, Cunningham reports that "On Alert," now also available in their ice cream parlor, is "awesome and doing well... It was our first customer-created flavor that we offer in our wholesale line. Whenever we have it in our scoop shop, it sells out fast."

Members in search of local products can also look to the Brooklyn-Made certification program of the Brooklyn Chamber of Commerce. According to *Brooklynmade*. NYC, the program "provides a quantitative, exclusive measurement of product authenticity that signals quality to consumers. It represents a platform for businesses to market and differentiate their products while promoting local business activity and engagement."

Brooklyn-Made certification is only available to legal businesses with Brooklyn headquarters making physical products. A list of certified producers are on the program's website. ■

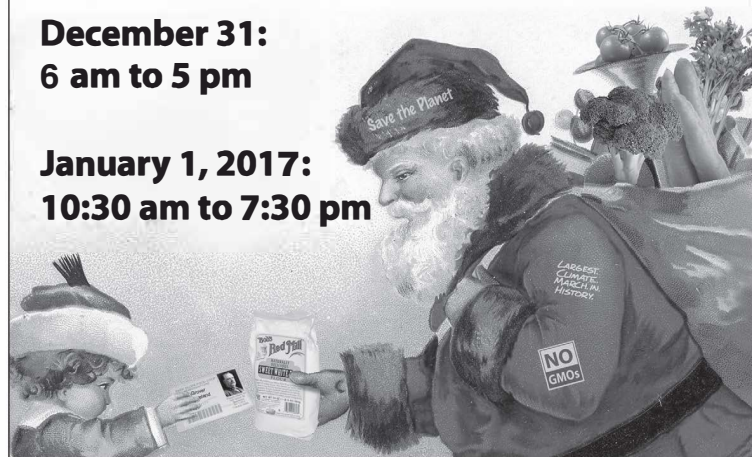
HOLIDAY SHOPPING HOURS:

December 24: 6 am to 5 pm

December 25: CLOSED

December 31:
6 am to 5 pm

January 1, 2017:
10:30 am to 7:30 pm



SAFE FOOD COMMITTEE REPORT

Plow-to-Plate Movie Series Presents: *Food for Thought, Food for Life*

By Adam Rabiner,
Safe Food Committee

Sometimes big things come in small packages. *Food for Thought* takes less time to watch than the average food shopping spree at the Coop. It's sprawling, broad in scope, but fast-paced, over before you know it, propelled by excellent original music by Cloud Cult (sounds a bit like Modest Mouse).

Touching most of the major topics of the Plow-to-Plate film series, there's a historical run down of how we got to where we are now, Richard Nixon's Secretary of Agriculture Earl Butz warning farmers to "get big or get out." Today 74% of the land on earth has been cleared for agriculture, 60 times more land than urban and suburban areas combined. Irrigation is the biggest use of water on the planet.

Food for Thought ably describes the status quo of commodity monoculture agriculture which feeds seven billion people (expected to reach nearly 10 billion by 2050). Reliant on inputs such as fertilizers and pesticides, it consumes 10 units of energy for every one unit of corn it produces.

Attention is paid to the present inflexion point, the need to rethink and reset. Modern agriculture, fine as long as we had cheap energy, inexpensive fertilizer, lots of surplus fresh water, a stable climate, is now becoming unsustainable. The Aral Sea has turned into a desert and the Colorado River doesn't flow into the ocean any longer. Agriculture is the biggest contributor to climate change, generating 30% of all greenhouse gas emissions, more than the emissions from electricity generation, industry or all the world's planes, trains and automobiles.

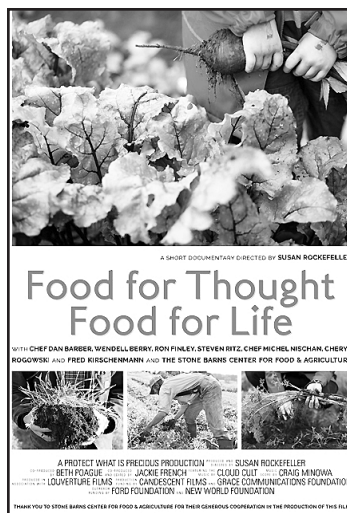
Food for Thought, in its wide ranging coverage, is many films in one. One section (resembling a mini *Symphony of the Soil*) makes the case that newly emerging forms of alternative, multi-crop and organic agriculture, use significantly less fertilizer, pesticides, energy, and water and produce more food than the older model. Another section on seed farms, regional ecologies, and microclimates quotes Henry David Thoreau, "Convince me that you have a seed there, and I am prepared to expect wonder."

This reminded me of *Seeds of Time* and *Open Sesame*. Its discussion of fair wages echoes *Food Chains*; farm subsidies, as in *King Corn*; food deserts, as in *A Place at the Table*. Similar footage of farmers markets are also found in many other films in this series. Dan Barber's eloquent musings about lowly grains, lowly cuts of meat and the importance of a chef's craftsmanship in this ecosystem is familiar to anyone who's watched the Netflix series *Chef's Table*.

The filmmakers are critics and questioners (a recent *New York Times* article, "Doubts About the Promised Bounty of Genetically Modified Crops," chronicles the deficiencies and false promises of GMOs). But they are not Luddites. This is not a polemic raging against technology. The film preaches a middle way exemplified by the Stone Barns Center for Food and Agriculture's Farm Lab which partners with nature, combining evolution and appropriate technology with traditional knowledge, blending the best ideas of older and newer systems.

Food for Thought concludes by presenting some of the best new ideas, like the Green Bronx Machine, a vertical classroom farm (green walls) at Discovery High School. There is no silver bullet that alone will bring us safely to the future, just a smattering of experiments and ideas and strategies that collectively might be branded silver buckshot. Central to this approach is a spirit and culture of collaboration that brings all of these themes together in one place (as does the film).

The Park Slope Food Coop



Hearing Officer Committee SEEKS NEW MEMBERS

The Hearing Office Committee is seeking two new members. The committee conducts and presides over disciplinary hearings, ensures that hearings proceed in an efficient and unbiased manner and, after a randomly selected Deciding Group has decided whether an accused member violated a Coop rule, determines what disciplinary action should be taken against the member. Applicants should be Coop members in good standing for at least two years and have good attendance records. Judicial, arbitration, or legal backgrounds a plus, but not required. Experience running meetings is desirable.

Members of the committee meet and earn workslot credit on an as-needed basis only, that is, when hearings are required. Therefore these members must maintain regular Coop workslots in good standing or be FTOP members in good standing.

The nature of the committee's work requires that all members maintain strict confidentiality with respect to all matters on which they work. The committee seeks an applicant pool that reflects the diversity of the Coop membership at large.

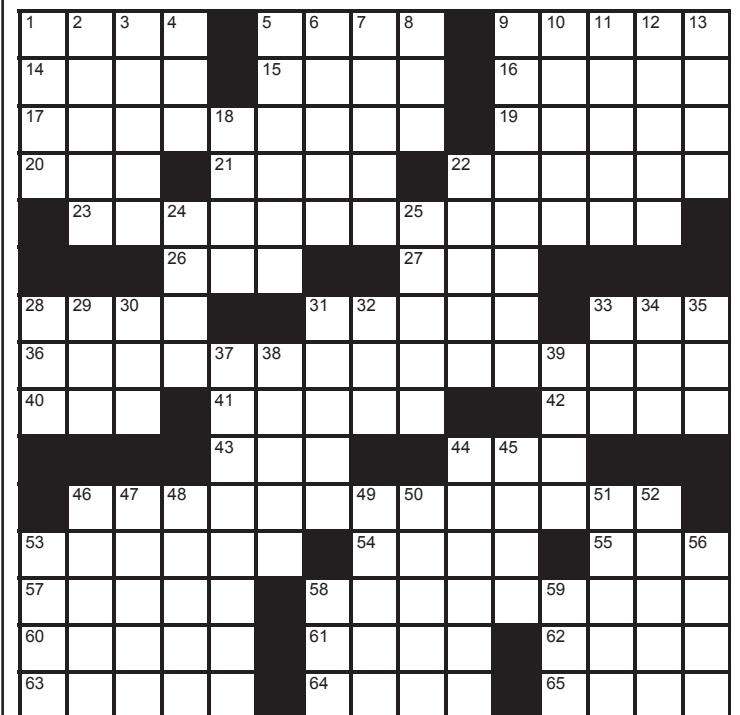
Those interested, please telephone
Marian Hertz of the Hearing Officer Committee
at 212-440-2743.

and the Safe Food Committee did this too with the 2009 and the 2012 Brooklyn Food Conferences, the first of which featured Dan Barber as a keynote speaker. The message of this film and these conferences and this movement is clear. Regional agriculture is inevitable if we want to have a lighter footprint on this earth and we are willing and able to work together to achieve this future. ■

See upcoming events, past reviews and a comprehensive list of films shown at 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.

Food for Thought, Food for Life will be presented on Tuesday, December 13, 7 p.m. at the Park Slope Food Coop, 782 Union St., 2nd floor. Free and open to the public. Refreshments will be served.

Crossword Puzzle



Across

1. ____ Strauss jeans
5. Jessica of "Sin City"
9. "Empowering the Internet Generation" company
14. "____ pronounce you ..."
15. More than want
16. Let happen
17. Farewell offered to novelist Kingsley?
19. Tundra or rain forest, e.g.
20. Gretchen of "Boardwalk Empire"
21. One-named singer with the 2006 album "Convicted"
22. Thought
23. Like someone anticipating the end of a run-on sentence?
26. Thriller author Follett
27. Newswoman Curry
28. Still-life subject
31. "Oh, now ____ bad guy!"
33. In the style of
36. Motto from a couple of beachgoers?
40. Adams of "American Hustle"
41. Three-time A.L. batting champ Tony
42. Piano's 88
43. Thompson of "Back to the Future"
44. Place for tips
46. Treat enjoyed by a demander of special treatment?
53. One paying for staying
54. City down the river from Florence
55. Aries animal
57. One who believes in karma
58. "Try!" (or a hint to making 17-, 23-, 36- and 46-Across sound more familiar)
60. Nail the test
61. Barbershop sound
62. Kept in the loop, briefly
63. Contract fine print
64. Virginia ____
65. Scant

Down

1. Ben's costar in "Schindler's List"
2. Provide with a fund
3. "Behold!"
4. Japanese word etched into Arlington National Cemetery's U.S. Marine Corps War Memorial
5. Obi-Wan's apprentice
6. Life Saver flavor
7. Human ____
8. Spots
9. Wine often referred to by its first syllable
10. Perjurer's admission
11. NFL ref's aid
12. Astronomer's sighting
13. Was in the red
18. Fill
22. Singer with the album "Live at the Polynesian Palace"
24. Furniture megastore
25. Mullah's decree
28. Bus schedule word
29. Keypad locale
30. Grimy abode
31. NBA Hall-of-Famer Thomas
32. "Ridiculousness" network
33. Had wings?
34. Put down, as track
35. Response: Abbr.
37. Caffeine-rich seeds
38. Campaign sign directive
39. Pod used to thicken gumbo
44. "Heart of Darkness" author Conrad
45. Jai ____
46. Unfrost
47. Word with circle or city
48. Director Roger who was married to Brigitte Bardot and Jane Fonda
49. Speak one's mind
50. Honda model
51. Small amount
52. Itching
53. "Did I do ____?"
56. New Wave band Depeche ____
58. Prime meridian std.
59. "31 Days of Oscar" network

Puzzle author: David Levinson Wilk. For answers, see page 7.

INTERNATIONAL TRADE EDUCATION SQUAD REPORT

How Free Trade Became a Key Issue in the 2016 Election

By Christopher Marshall, ITES

The opposition to Free Trade Agreements (FTAs) has focused on exposing the Trans-Pacific Partnership (TPP), the latest and most extensive FTA that would have covered 40% of the world's GDP. The TPP was largely seen to favor corporations, and was neglected by the corporate media until the 2016 presidential campaign. Opposition to the TPP has become one of the best examples of successful grassroots movements that protect the rights of the people against missteps of the government. In the past, groups that fight for jobs, the environment, and our democratic institutions have consistently joined forces to oppose FTAs that encourage corporations to export jobs to countries where there are limited or no protections in place for workers or the environment. In many instances, opposition efforts were successful, but still too many such FTAs were passed, and have gone into effect.

Instead of using tariff relief as a bargaining chip for values we stand for as a country, FTAs provide large corporations relief from tariffs on the mere assumption that corporate profits will also benefit our citizens, for example, through higher tax revenue. But these benefits to the citizenry have not materialized. As evidenced by the dramatic and growing gap between the rich and poor, and by the lack of job opportunities in many parts of the country, the basic assumption that corporate profits benefit our citizens continues to be

proven too simplistic or wrong.

Traditionally, Republicans have represented the interests of the industry and the wealthy. With the "Southern Strategy" in the 1960s and 70s, Republicans gained poor white voters in the South who opposed the civil rights movement and the dismantling of Jim Crow laws in the 1950s and 1960s, and now stood for traditional "family values". This combination enabled Republicans to pursue policies for several decades in favor of industry and the wealthy that economically disfavored white workers and racial minorities. In response, Democrats moved to the center, focusing more on urban and suburban voters, and less on their former working white strongholds in rural parts of the Rust Belt states. Democrats now campaigned on women's rights and racial equality, then sexual orientation, and most recently, gender identity. Democratic Rep. Collin Peterson of Minnesota, who won his unexpectedly close race this November, blamed his party's loss in the 2016 presidential election on its positions on the deficit, gay rights, abortion and the Second Amendment, lamenting, "we've become an urban party."

Thus, rural working white voters in the Northern rust belt states were now neglected by both parties.

Opposition to TPP by groups that fight for jobs, the environment and our democratic institutions focused the electorate's attention on the fact that trade agreements facilitated the export of manufactur-

ing jobs from the mid-western Rust Belt states. Bernie Sanders' 2016 campaign recognized these dynamics early and re-focused the Democratic primary campaigns on the economic interests of rural working white voters. Much of his primary campaign was dedicated to the promise of higher incomes for working families, and to counteracting the dynamics that had led to wage stagnation or losses in the first place, most prominently through vehement opposition to the TPP. The success of his campaign surprised establishment Democrats and Republicans alike.

In this context, Hillary Clinton also denounced the TPP once the full text was finalized and released during the primaries. But as the wife of former President Clinton who negotiated NAFTA, she was not a candidate who could credibly campaign as an opponent of TPP or as an advocate of the rural working white. She herself had been a part of the Obama administration and originally called the TPP "the gold standard" before it was fully negotiated.

Early in his campaign, Donald Trump recognized the potential of this issue and championed the rural working white, deftly exploiting Democrats' lack of credibility on the issue. Trump joined the Sanders' campaign in his opposition to the TPP, and thereby hijacked the issues of jobs and income stagnation of the rural working white. "Your government betrayed you, and I'm going to make it right," Trump told a boisterous crowd at the Cambria County War Memorial Arena less than three weeks before Election Day. "Your jobs will come back under a Trump administration," he said. "Your steel will come back," he said. "We're putting your miners back to work," he said. Trump campaigned for the votes of traditionally Democratic constituencies on issues Democrats would normally have been winning, but on which in this cycle they lacked credibility.

Rather than run as a candidate of change, Hillary Clinton tried to leverage Obama's popularity and tied her candidacy to the success of his administration. But on trade, President Obama considered the TPP the economic backbone of his pivot to Asia, with the (unrealistic) goal of forcing China to accept free market rules of international trade. He con-

tinued to view passing the TPP as an important component of his presidential legacy. But Obama underestimated the Rust Belt's ire over their lack of jobs and income and failed to understand how well Trump's message on trade connected with them. That undermined the candidacy of Hillary Clinton by showing that continuing the policies of the Obama administration will also continue to facilitate growth of corporate power.

By appealing to and appearing to stand up for the rural working white people, Trump won the four blue states in the Rust Belt of the upper Great Lakes—Michigan, Ohio, Pennsylvania and Wisconsin—help-

ing him win the electoral vote. "The most important word in his catchphrase, for people around here, was not 'make' or 'America' or even 'great'. It was 'again'. They changed their party affiliation in droves." (Michael Kruse, *Politico*, November 18, 2016).

But Donald Trump's promise to bring back jobs rings hollow, and in his campaign, he voiced no support for environmental conservation. Going forward, the ITES will therefore now also focus on researching and explaining the parameters of 'fair trade'. Please follow our work on our blog (<https://coopites.wordpress.com/>) and our Facebook page (<https://www.facebook.com/Coopites/>). ■

PLASTIC PACKAGING COLLECTIONS

2nd Wednesday of every month 3:45-6 p.m.

4th Saturday of every month 1:45-4 p.m.

Expanded Plastic Collection for Coop members

Please be prepared to show your Coop membership card.

Plastic bags/wrap/packaging from most products sold at the Coop—food and non-food.

Thin plastic film wrap—from notecards, tea boxes, pre-packaged cheese, household items, pet food, juice packs, etc.

Plastic roll bags distributed by the Coop—please use roll bags only as necessary, reduce usage whenever possible, and re-use any bags you do take before recycling.

NO food residue, rinse as needed.
Only soft plastic from Coop purchases.

We continue to accept the following from all community members:

Pre-sort and separate according to the categories below.

Toothbrushes and toothpaste tubes (any brand/size)

Baby food pouches and caps (any brand)

Energy bar wrappers (any brand)

Water filters (Brita and other brands) and other Brita branded filter products

Plastic re-sealable food storage bags, small Coop bulk bags, cling wrap

Cereal and cracker box liners (any brand)

Food residue and paper labels OK.
No shopping bags.

Donations in any amount are welcomed to help offset the cost to the Coop of this collection.

Interested in joining the squads that run the Wednesday/Saturday collection, or in starting a third collection time as your workslot?
Contact Cynthia Pennycooke in the Membership Office.

For more information about Terracycle, visit terracycle.com

Questions about items we accept should be e-mailed to ecokvetch@yahoo.com



COMMUNITY CALENDAR

Community calendar listings are free. Please submit your event listing in 50 words or less to 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 10,
8 P.M.**

Adele Rolider and Dave Dersham at the Peoples' Voice Cafe. Community Church of New York Unitarian Universalist, 40 E. 35th St., NY. Wheelchair accessible, Sug. donation \$20/12 for subscribers. For info call 212-787-3903 or see peoplesvoicecafe.org.

**SUN, DEC 11
4 P.M.**

BPL Chamber Players: Adela Peña and Michael Roth, violins; Ah Ling Neu, viola; Roberta Co-

per, cello; Peter Weitzner, double bass. At the Dr. S. Stevan Dweck Center for Contemporary Culture, Central Library, Brooklyn. Free.

**SAT, DEC 17,
8 P.M.**

Mai Hernon & Celtic Font; Marie Mularczyk O'Connell & Friends at the Peoples' Voice Cafe. Community Church of New York Unitarian Universalist, 40 E. 35th St., NY. Wheelchair accessible, Sug. donation \$20/12 for subscribers. For info call 212-787-3903 or see peoplesvoicecafe.org.

Coop Job Opening: Receiving Coordinator: Meat Co-Buyer

The Meat Co-Buyer/Receiving Coordinator will be responsible for purchasing the Coop's meat, poultry and smoked fish. Meat buyers seek high quality products, negotiate prices, nurture vendor/farmer relationships and make buying decisions while respecting and promoting local/sustainable/ethical practices.

Specific responsibilities of the meat buyers include but are not limited to:

- Analyze and monitor sales history to create accurate orders
- Maintain accurate inventory through quality assessment, checking of sell-by-dates and routine counting of product
- Check deliveries for accuracy, freshness, temperature and quality
- Weigh and calculate pricing for whole animals using Excel
- Review invoices for accuracy and price changes. Coordinate returns and track credits
- Ensure proper rotation, up-to-date prices and attractive display. Maintain clean meat and poultry cases
- Communicate with suppliers regarding the Coop's seasonal needs and understand projected availability of products

Forty percent of this position will be spent supporting Coop in areas other than meat:

- Facilitate and supervise continual stocking of the store
- Train working members how to stock and complete projects
- Communicate with Squad Leaders and squads about priorities
- Sustain knowledge about products and inventory
- Answer members' questions
- Respond to physical plant and refrigeration issues

The ideal candidate will:

- Possess professional experience as a butcher, livestock/poultry farmer or chef accustomed to preparing a variety of meats and poultry
- Have professional experience purchasing product
- Be knowledgeable about organic local and national issues regarding the raising of livestock and poultry and sustainable seafood practices
- Enjoy working with people and crowds
- Be an excellent team player with strong communication skills
- Have ability to teach, explain procedures, give feedback
- Be able to evaluate Coop needs, prioritize tasks and delegate work
- Meet deadlines and follow through on any problems
- Be comfortable with computers (Macs preferred) and Excel
- Facility with math. Knowledge of weights and measures
- Possess flexibility and willingness to learn
- Experience working in a grocery store is a plus

Hours: 38 hours, 5 days per week, Sunday-Thursday. Some early mornings. Availability to cover co-meat buyer absences required.

Wages: \$26.61/hour

Benefits: A generous package including but not limited to: 3 weeks vacation, 11 Health/Personal days, health insurance and a pension plan.

Job Requirements:

Candidates must be current members of the Park Slope Food Coop for at least six months immediately prior to application. Applicants must be prepared to work during holidays, the Coop's busiest times.

Applicants must be able to:

- Lift up to 50 pounds
- Reach, crouch, bend, stand, climb stairs and work for hours in walk-in coolers and freezers
- Work with and around common allergens including nuts and dust
- Work in noisy, hectic surroundings

How to Apply:

Please create an account, and attach resume and cover letter as one document at the link here: <http://tiny.cc/meatbuyer>

Applicants will receive acknowledgment of application via email. Do not call the Membership Office to check on the status of application. Applications will be reviewed on a rolling basis until position is filled. If you applied to a previous Coop job offering, please re-submit your materials.

We strongly encourage candidates to schedule a shift in Receiving by writing to hc-receivingcoordinator@psfc.coop.

We are seeking an applicant pool that reflects the diversity of the Coop's membership.

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.

TECH HELP

Mac, Windows, phones, tablets and more.....

www.tech11215.com

Call Dan: 347-954-9353 • info@tech11215.com

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ILLUSTRATIONS BY LYNN BERNSTEIN

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.**



&



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**



Crossword Answers

L	E	V	I		A	L	B	A		C	I	S	C	O
I	N	O	W		N	E	E	D		A	L	L	O	W
A	D	I	O	S	A	M	I	S		B	I	O	M	E
M	O	L		A	K	O	N		D	E	E	M	E	D
	W	A	I	T	I	N	G	F	O	R	D	O	T	
			K	E	N			A	N	N				
V	A	S	E			I	M	T	H	E		A	L	A
I	T	T	A	K	E	S	T	W	O	T	O	T	A	N
A	M	Y		O	L	I	V	A			K	E	Y	S
				L	E	A			J	A	R			
		D	I	V	A	C	H	O	C	O	L	A	T	E
T	E	N	A	N	T		P	I	S	A		R	A	M
H	I	N	D	U			G	I	V	E	I	T	A	G
A	C	E	I	T			S	N	I	P		C	C	E
T	E	R	M	S			T	E	C	H		M	E	R

LINEWAITERS' GAZETTE

The *Linewaiters' Gazette* is published biweekly by the Park Slope Food Coop, Inc., 782 Union Street, Brooklyn, New York 11215, 718-622-0560. 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.

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.

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.

You may submit on paper, typed or very legibly handwritten, or via e-mail to 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 16, 8:00 p.m.

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



PROSPECT CONCERTS



Since 2009, **Clay Ross** has pioneered an original sound as a founding member of the band Matuto. With this group he has recorded albums for venerable jazz labels such as Motema and Ropeadope, and performed more than 1,000 shows around the world, including tours across Africa, Asia, the Middle East, Europe, and South America. While spending these countless days on the road each year, Clay's wife begrudgingly works his Coop shifts. Tonight is his chance to redeem himself and your opportunity to dance to an uber-talented band of Coop members rocking the sounds of "Brazilian Bluegrass!"

Clay Ross - Guitar and Vocals
Jim Whitney - Bass
Brian Adler - Drums
Sergio Krakowski - Percussion
Debbie Deane - Vocals and Keys

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:

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Final Proofreader: Nancy Rosenberg
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.

Melanie Berkowitz	Rachel Fauman	Georgina Knox	William Robinson	Carolan Sudol
Susan Bopp	Nina Fitzerman-Blue	Olivia Lanzi	Kristin Romeo	Amy Tate
Kimberly Bourne	Mia Gomez	Andy Lee	Luke Romeo	Tunu Thom
Bill Carbone	Christine Green	Aries Liao Sng	Ben Rothman	Natalie Thompson
Renee Carnegie	Dilcia Grenald	Ella Joy Meir	Rachel Schiff	Tugce Turkay
Philippe Chautard	Peregrine Heard	Mallory Micetich	Eva Schmidt	Yessika Vasquez
Arianna Choza	Dean Hillan	Maryia Miller	Sarah Shears	Michal Weiner
Louise Cohen (Hedeya)	Douglas Hoffman	Ryan Miller	Alberto Silva	Jeanne Werner
Adam Cohen	Melissa Hostetter	Melanie Mohn	Andrew Soto	Kevin West
Elizabeth Dewan	Christopher Idell	Miyuki Myrthil	Daniel Stein	Zeldy Wilenkin
Shoshana Dornhelm	Paul Jarrett	Anja Kragstsig Rathkjen	Daniel Sterba	Noa Younse
Heather Elgin	Hyun Young Kim	Thomas Rathkjen	Allan Stevo	Tia Zlotnikoff

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 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 and look at the "Join the Coop" page for answers to frequently asked questions.

The Coop on the Internet

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.

General Meeting Info

TUE, JANUARY 3

AGENDA SUBMISSIONS: 7:30 p.m.

Submissions will be considered for the January 31 General Meeting.

TUE, JANUARY 31

GENERAL MEETING: 7:00 p.m.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:

December 22 issue: 12:00 p.m., Mon, December 12
January 19 issue: 12:00 p.m., Mon, January 9

CLASSIFIED ADS DEADLINE:

December 22 issue: 7:00 p.m., Wed, December 14
January 19 issue: 7:00 p.m., Wed, January 11

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 and at every General Meeting.

Next Meeting: Tuesday, January 31, 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 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 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. 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 9
fri 7 pm

Wordsprouts: Current State of Publishing



Print culture has been deemed dead many times over, and yet in September, the Pew Research Center found that Americans are reading at roughly the same numbers they were in 2012. What's more, despite the rise of e-readers and tablets, they're still just as likely to reach for a good old-fashioned paper-made book. Still, publishers large and small are working hard to stay profitable and relevant in our fast-paced, crowded culture. What motivates them, and where do they see the business of books going? Join publishing, writing, and book-selling experts from Akashic Books, POWERHOUSE Arena, Seven Stories Press, and Ugly Duckling Presse for a conversation about the current state and future of the literary world. In the '90s, **Sohrab Habibion** worked for a variety of magazines and musicians. He first collaborated with Akashic Books in 2001 and has helped on and off since then, along with doing a variety of other indie and on-demand press jobs. **Susanne König** is the director of and buyer for The POWERHOUSE Arena in Dumbo, Brooklyn, renowned for hosting eclectic cookbook parties for many Brooklyn-based chefs. She also curates an extensive collection of Brooklyn-made products. **Daniel Owen** is a writer and editor who lives in Brooklyn. He is a member of Ugly Duckling Presse's editorial collective and the author of *Toot Sweet* (United Artists Books, 2015). Along with Sarah Anne Wallen, he published the poetry magazine *Poems by Sunday*. **Dan Simon** is founder and publisher of Seven Stories Press, co-author of a biography of Abbie Hoffman and a noted translator and essayist. Moderator **Sarah Schenck** is the author of *JOY(reversed)*, a multimedia meditation book for beginners, written under the pseudonym Sarah Shine. Sarah has taught undergraduate and graduate classes in film production and storytelling at numerous institutions, including Bryn Mawr College, Hunter College, and Cornell University.

Bookings: John Donohue, wordsproutspsf@gmail.com.

dec 11
sun 12 pm

No Pain = Gain!

If pain gets in the way in your life, if you are annoyed by physical discomforts you experience on a daily basis—this presentation is for you! Learn about three myths that may be preventing you from feeling better and an effective and practical approach to eliminating pain and tension based on the Feldenkrais method of somatic education. The Feldenkrais method is unique in two important ways: it is designed to produce lasting improvements resulting in relief from pain and tension; it is accessible to people of all levels of fitness and ability. **Igor Shteynberg**, is Feldenkrais practitioner and a Coop member, whose goal is to help people enjoy their daily life without being distracted by pain and tension.

dec 13
tue 7 pm

Safe Food Committee Film Night: Food for Thought



We want our food fast, convenient and cheap, but at what cost? As farms have become supersized, our environment suffers and so does the quality of our food. *Food for Thought, Food for Life* explains the downsides of current agribusiness practices, and also introduces us to farmers, chefs, researchers, educators, and advocates who are providing solutions. The film is both poetic and practical; its powerful examination of the connections between our planet and our well-being is accompanied by specific strategies that protect both. With an eye toward a sustainable and

abundant future, it offers inspiration for communities that are ready to make a difference.

See upcoming events, past reviews and a comprehensive list of films shown at 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.

dec 16
fri 8 pm

Clay Ross



Since 2009, **Clay Ross** has pioneered an original sound as a founding member of the band Matuto. With this group he has recorded albums for venerable

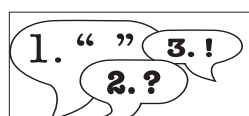


jazz labels such as Motema and Ropeadope, and performed more than 1,000 shows around the world, including tours across Africa, Asia, the Middle East, Europe, and South America. While spending these countless days on the road each year, Clay's wife begrudgingly works his Coop shifts. Tonight is his chance to redeem himself and your opportunity to dance to an uber-talented band of Coop members rocking the sounds of "Brazilian Bluegrass!" Clay Ross, guitar and vocals; Jim Whitney, bass; Brian Adler, drums; Sergio Krakowski, percussion; Debbie Deane, vocals and keys.

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
tue 7:30 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 7:30 and 7:45 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 31, 7 p.m., at a location to be determined.

jan 5
thu 7:30 pm

Food Class



Food Class to be announced.

Food classes are coordinated by Coop member Olivia Roszkowski. To inquire about leading a Food Class, contact Olivia Roszkowski at parkslopefoodclass@gmail.com.

jan 6
fri 7 pm

Film Night



Film to be announced.

To book a Film Night, contact Gabriel Rhodes, gabrielrhodes@me.com.

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 9 2016–apr 4 2017

jan 8
sun 12 pm

Qi Gong Health Practices to Rehab Neck & Shoulder Pain

This two-hour class will introduce attendees to the fundamental principles of practicing qi gong and will cover several simple exercises that can be practiced at home to increase mobility and range of motion in the neck and shoulders and to reduce aches and pains from old injuries or general stiffness. Participants will learn general exercises to support neck and shoulder wellness and will have the opportunity to discuss specific neck and shoulder injuries and learn exercises appropriate to help them on their journey to wellness.

Adam Wasserman has been studying and practicing qi gong for more than 10 years. In addition to practicing qi gong, he studies and teaches a martial art known as Ba Gua Zhang, has an acupuncture practice in Park Slope and teaches qi gong and Chinese massage at the Pacific College of Oriental Medicine. He has been a member at the Coop since 2013 and is looking forward to sharing his knowledge with the community.

jan 28
sat 2–5 pm

Auditions For Our Coop Kids' Variety Show



Coop members ages 4-18 may audition on Sunday, January 15, 11 a.m.-2 p.m. or Saturday, January 28, 2-5 p.m. Contact **Martha Siegel** at 718-965-3916 or msiegel105@earthlink.net to reserve an audition time and confirm audition location. 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 lip-syncing please). Performance date is Saturday, March 18. Show time is 5 p.m. at the Old First Church. We look forward to hearing from you!

Performance date is Saturday, March 18, 5 p.m., at Old First Church.

jan 15
sun 11 am–2 pm

Auditions For Our Coop Kids' Variety Show



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Another audition takes place on Saturday, January 28, 2-5 p.m.

Performance date is Saturday, March 18, 5 p.m., at Old First Church.

jan 31
tue 7 pm

PSFC JAN General Meeting

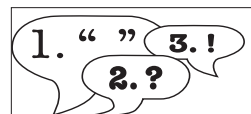


Meeting Agenda to be announced. For information on how to place an item on the Agenda, please see the center pages of the *Linewaiters' Gazette*. The Agenda Committee minutes and the status of pending agenda items are available in the Coop office.

Meeting location: to be announced.

feb 7
tue 7:30 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 7:30 and 7:45 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 February General Meeting will be held on Tuesday, February 28, 7 p.m., at a location to be determined.

jan 20
fri 8 pm

Prospect Concert



Performer to be announced.

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.

Brooklyn Society for Ethical Culture.

still to come

feb 28 **PSFC FEBRUARY General Meeting**

mar 28 **PSFC MARCH General Meeting**

mar 7 **Agenda Committee Meeting**

apr 4 **Agenda Committee Meeting**

LETTERS TO THE EDITOR



A PENSION FUND TO BENEFIT WORKERS

GREETINGS,

I have been following the pension fund debate and spoke with the Working World, an organization that develops and supports worker owned cooperatives (theworkingworld.org) about the possibility of investing in worker-owned cooperatives as a pension fund alternative. I share an office space with them. The returns are steady and not huge (but they don't lose money either). Many of us do not invest in stocks because we want to support workers controlling their own fates and businesses. Perhaps as a cooperative we could discuss this possibility for the pension fund.

Coop members may be most familiar with The Working World through Luv Custom Prints, the worker-owned cooperative that makes the Park Slope Food Coop's canvas grocery bags. The Working World gave them their start-up loan and supported their development and expansion.

Members of the The Working World have offered to come to speak with the membership about how, exactly, an equitable pension fund investment which contributes to the proliferation and expansion of worker-owned cooperatives works.

I'm fairly new to this Coop and not entirely sure what the protocol for inviting in The Working World to speak would be, but I think many of us would love for part or all of the pension fund to support an equitable empowering business model while ensuring a steady rate of return.

In solidarity and awesomeness,
Esme Lovky

BAD TURKEY INFORMATION

TO THE GAZETTE,

Last Thursday, Nov. 17, we stopped at the Coop to buy a small turkey, following the advice of the notice in the Nov. 10 Gazette, page 5: "Smaller Sizes Go Quickly... D'Artagnan Certified Organic (US) 8 to 24 lbs., \$4.54 LB. Thursday 11/17." There were only D'Artagnan turkeys larger than 14 lbs. in the bin. I asked two turkey runners and paged the office asking

for smaller turkeys and when would they come in. One of the runners said he was the turkey coordinator and that he had not been consulted about the notice and that the notice was wrong. He said no smaller D'Artagnan turkeys were coming in, at all. No one from the office responded to several pages about small turkeys. We settled for the smallest of the lot, 14.7 lbs. So, today, Nov. 22, there are 9, 10 and 11 lb. D'Artagnan turkeys in the bin. What happened? Why was bad information being given out? Next year, please try to do a better job of making sure turkey runners and the office have accurate information.

Peter Benton

WHITHER ITES?

MEMBERSHIP:

Well, looks like TPP isn't going anywhere with the new administration, so it seems that there's really no need for ITES to continue, right? Lucky for them, the Coop will continue to welcome all kinds of people, so the squad can nurse their cognitive dissonance in a safe space. And maybe now they can do something practically useful for the membership, like memorizing PLUs to make checkout speedier, cooperating to give people back their most precious commodity, their time.

In cooperation,
Bruce Lokeinsky

#FREESTATEBK

GENTLE FRIENDS, COLLEAGUES AND COOPERATORS,

On November 9, 2016 at 3 p.m., the borough of Brooklyn, formerly known as "Kings County," declared its separation from these Failed States of Amerika. The Free State of Brooklyn, also known as "FreeStateBK" resists the oncoming storm of racism, sexism, misogyny, xenophobia and hatred that may surround us in the future.

Citizens of the #FreeStateBK will be safe amongst each other; we will not oppress or be oppressed.

Citizens of the Free State of Brooklyn are encouraged to contact the offices of the Park Slope Food Coop and change their city addresses to #FreeStateBK. The United States Post Office, UPS and FedEx has agreed to contin-

ue mail delivery, as long as citizens include their FSA "zip code."

You can keep up with the daily workings of #FreeStateBK by visiting our Facebook page at <https://www.facebook.com/FreeStateBK>. Join us for our "wildcat" dance parties and sing-alongs, or throw one of your own! Look for our daily news posted on Craigslist each morning. Long Live the Free State of Brooklyn!

Declare your humanity!
end of transmission,
Robert Berkman
Filing Clerk for the
Department of Agitprop



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 annetteATpsfcDOTcoop.

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 annetteATpsfcDOTcoop. 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.

CLASSIFIEDS

BED & BREAKFAST

THE HOUSE ON 3RD ST, serving Park Slope for over 20 yrs. Large floor-thru, located between 5th and 6th Ave. Parlor floor, sleeps 4-5, private bath, deck, AC, wifi, kitchenette, 12' ceilings! houseon3st.com, or call Jane, 718-788-7171. Grandparents are our specialty.

CARS

2012 FIAT LOUNGE 2DR hatchback for sale. No issues except cosmetic blemishes. Brown exterior. Heated leather seats. GPS TomTom navigation system. 42,300 miles. Easy to park. \$4,500. Contact 401-600-8495.

HOUSING AVAILABLE

LUXURY 1BD-1bath for sale in Jersey City @ The Beacon, 4 Beacon Way #1007, Jersey City, NJ. Free shuttle to 24-hr. PATH train. Private unit, private views, pet-friendly building. Contact 201-600-8495.

MERCHANDISE-NONCOMMERCIAL

HELP RAISE FUNDS for feral cat colony in Red Hook. Please visit and share our online crowd funding campaign: www.youcaring.com/redhookcolony Please contact us if you're interested in offering your services as a trapper or volunteer with a holding space, vehicle or food. Thank you! hilarybasing@gmail.com.

SERVICES AVAILABLE

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 and I work from Wednesdays through Sundays 9 a.m.-5 p.m.

EXPRESS MOVES. One flat price for the entire move! No deceptive hourly estimates! Careful, experienced mover. Everything quilt padded. No extra charge for wardrobes and packing tape. Specialist

in walkups. Thousands of satisfied customers. Great Coop references. 718-670-7071.

HAIRCUTS HAIRCUTS HAIRCUTS. Color, low lights, hot oil treatments in the convenience of your home or mine. Kids \$20-25. Adults \$35-40. Leonora, 718-857-2215.

THE ARTFUL DODGER PAINTING CO. has served the NY metro area for over 30 yrs. "Everything with paint." From rooms to cabinets and furniture. Expert wall prep and plastering. Specialized treatments available. Clean and efficient. Insured, EPA certified, REASONABLE! Free estimate: 646-734-0899, eyegrease@earthlink.net.

WHAT'S FOR FREE

FREE DOG WALKING! Hi! I'm Rebecca, a proud coop member. I walk dogs for Wag! Use my PROMO CODE "Rebecca1944" for a free dog walk. Visit wagwalking.com for more information. All walkers are trained and certified. Watch the walk live via GPS tracking.

Classified advertising in the *Linewaiters' Gazette* is available only to Coop members. Publication does not imply endorsement by the Coop.