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# LINEWAITERS'

## GAZETTE

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Volume LL, Number 1

January 19, 2017

## Coop Members Mobilize For Women's Marches on Washington and New York City

By Rachel Blatt

In the weeks after the election, Edith Silver, who has been a Coop member for 23 years, knew she had to do more to support the causes that matter to her. She listed a few: "Women's rights, immigrant rights, the environment. I mean, you could pick almost any issue and it's a concern for us for the next four years," she said. She got off to a resounding post—election start, emailing and calling her local politicians every day for weeks. "I was making calls so religiously that I eventually just saved my senators' phone numbers into my phone's contacts," she said. "Now I'm ready for another dose of activism."

This month, like many other Coop members we spoke to, Silverman is getting ready to take her messages directly to the White House. Silverman will be meeting up with her two sisters and her 14-year-old niece in Washington, D.C. on January 21, 2017, to participate in the historic Women's March on Washington.

"A lot of people that I've been talking to around the Coop are going or thinking about going," said Oren Yaniv, a Coop Receiving Coordinator, who will be traveling to Washington with his partner to participate in the March. "I think there's going to be a big contingent from the Coop and from Brooklyn in general," he said.



PHOTO BY CAROLINE MARDOK

**Tina Ye and Elissa Young are "both going to NYC March for solidarity at the local level."**

Other members we spoke to are also making plans to attend one of the event's Sister Marches taking place in New York City on the same day. Member Kristin Baganz felt New York City was the rightful place for her to send a bold message. "New York is where I live. It's where Trump lives, too, and it makes sense to me to be marching here," she said.

In November the organizers of the Women's March on Washington released a mission statement explaining their vision for convening. It highlighted the intersecting identities of women from diverse backgrounds and set a tone of solidarity with all people from marginalized groups in this country. Part of the statement read:

*The rhetoric of the past election cycle has insulted, demonized, and threatened many of us—immigrants*

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## Famous Restaurateur Opens a Culinary School In Brownsville

By Leila Darabi

If you follow food blogs like Eater and Grubhub, you may have heard that Claus Meyer, co-founder of the world-famous restaurant Noma, has selected an unlikely location for his next food project: Brownsville.

When you dig into Meyer's career a bit more, the destination makes more sense.

Meyer relocated to New York with his family in 2014 to open the Great Northern Food Hall, a cluster of Nordic-themed food counters and a bar in Grand Central Station. A year later, at a bakery in Bedford Stuyvesant, Meyer struck up a conversation with Lucas Denton, a local resident working on housing rights who told him about the challenges facing Brownsville.

The rates are staggering: highest rate of public housing in North America, shortest life expectancy, one of the highest murder rates in New York, and high rates of death due to diabetes. Meyer, a long-time food-justice activist, had worked in prisons in Europe, and, more recently, opened a culinary school and restaurant in Bolivia.

Suddenly Brownsville sounded like the right place to embark on a similar journey.

### It's Not a Restaurant

Philip Hoffman, Executive Director of the Melting Pot Foundation, the U.S. nonprofit carrying out Meyer's food-justice work, is quick to emphasize that they are not opening a fine-dining establishment.

Hoffman, a food entrepreneur who owns several restaurants as well as a food manufacturing business, met Meyer after reading a profile of him in *The New Yorker*, and reaching out. Denton, the housing rights researcher who Meyer met in Bed-Stuy, also holds a senior role at the foundation.

The official name of the foundation's Brooklyn project is the Brownsville Community Culinary Center and Neighborhood Eatery. Construction began last year on the corner of Belmont Avenue and Watkins at the site of a former dollar-merchandise store.

"It's a culinary school, and it's also a neighborhood eatery and bakery," Hoffman explains.

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### Next General Meeting on January 31

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.**

The agenda is in this *Gazette*, on [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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**The Coop will be closing early for shopping at 5:00 p.m. on Sunday, January 29, so that we can conduct our annual Coop-wide inventory.**

**Some shifts will be affected, others will not.**

**Please help inform our membership about this early closing by telling your Coop housemates and friends.**

**Members whose shifts are affected by the closing will be contacted by the Membership Office.**



## Coop Members

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of all statuses, Muslims and those of diverse religious faiths, people who identify as LGBTQIA, Native people, Black and Brown people, people with disabilities, survivors of sexual assault—that our communities are hurting and scared.

In the week immediately following November 8, the *Linewaiters' Gazette* interviewed Coop members about their initial reactions to Trump's victory and heard a similar cry. One member, Iman Jones, a nurse midwife and a Muslim, was vocal about the ways the new government will likely impact women's health care and the Muslim community. "My aunt called me and she was crying, and she was like oh my god women are going to go back to dying of backstreet abortions. It was awful," she told a *Gazette* reporter in November. This month, we caught back up with Jones, who has spent the months since the election meeting with others and "coming up with ways to resist and keep organizing."

When reached by phone she said, "I'm just trying to continue with the revolution." She elaborated, "You see every day that more and more states are trying to make it harder for women to access safe abortion, contraception, and other basic women's health services. I am really worried." Jones will be traveling to Washington with a busload of other New York City midwives, many of whom are also Coop members. "We rented the bus, and right away it was already all full," she said. "It's going to be all these midwives riding down together to resist."



**Jessica Gath, Receiving Coordinator:** "Going to DC, sign up early with a friend lieutenant colonel in the army. I need to take action. I am doing a zine on tweeter @afieldguide."

In the weeks before the March, the group has been getting together to plan messages and make signs. "I don't know what my sign will say yet," Jones said. "Maybe something like Muslim Pu\*\*y Grabs Back!"

*"Women's rights, immigrant rights, the environment."*

*I mean, you could pick almost any issue and it's a concern for us for the next four years..."*

On a recent evening in January, Edith Silverman had taken up a similar refrain. Working her regular shift by the Coop's cardboard baler, she wore a striking button on her sweatshirt that read "Pu\*\*y Grabs Back—Nasty Women March." Silverman had made the button herself.

Jones recommended that members who are looking for other ways to stay engaged and not become complacent should read a post by the activist and director Michael Moore called "5 Things You Can Do Right Now About



**(l to r) Arpita Dey:** "He is unpalatable. We need to be standing up all together for all minorities." **Debbie Parker:** "I am from DC, and I did a lot of Marches for civil rights. I will go to the March and document it as a photographer." **Bethany Bristow:** "I kept my plan to escape to Paris—will protest at La Bastille."



**(l to r) Carla Franklin-Richards:** "We are living crazy times with a mad man." **Anne Vick:** "I'm planning to go with friends." **Elizabeth Cohen:** "It's important to all show up for women, including men and kids."



Donald J. Trump." In it, Moore suggested that one should: "1) Make your presence known. 2) Write to the DNC tonight. 3) Form your own rapid response team. 4) Make plans now to be at the Inauguration Weekend Protests! 5) You should run for office."

Back at the Coop, Yaniv

encouraged those who are on the fence about making the trip to go for it. "We've got to let Trump know that the way he thinks and speaks about women is just so inappropriate and unacceptable. The more people that show up, I think the more that message will get through."

Whether in D.C. or at one of the many Sister Marches, Baganz hopes the protests will impact future elections across the nation. "I'm marching because I want to get people more involved at the national and local levels,"

she says. "I hope we see that change in the next presidential election, and even before then, in two years, when congressional and senate seats are opening up."

Jones is not the only women's health professional from our community who is planning to march this month. Laura Coogan, a student midwife who also works as a labor and delivery nurse in Brooklyn told the *Gazette*, "Being in the women's health field, it's really my responsibility to be advocating for women's

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### 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.**

**park slope  
FOOD COOP**

**&**

**GREENE  
HILL  
FOOD CO-OP**

**Greene Hill Food Co-op is open for shoppers:**

**Mon - Fri, 3pm - 9pm**

**Sat & Sun, 10am - 6pm**

**18 Putnam Ave., Brooklyn (bet. Grand Ave. & Downing St.)  
greenehillfood.coop**

### WHEN AND WHERE?

#### "Official" Women's March on Washington, D.C.

Saturday, January 21, 2017

The starting point will be the intersection of Independence Ave. and Third St. SW, near the U.S. Capitol. March begins at 10 a.m.  
[www.WomensMarch.com](http://www.WomensMarch.com)

#### New York City Sister March

Saturday, January 21, 2017

Dag Hammarskjold Plaza  
833 First Ave. @ E. 48th St.  
New York, NY 10017

People will be marching from Dag Hammarskjold Plaza to Trump Towers. March start times will be staggered, starting at 11 a.m.  
[www.WomensMarchonNYC.com](http://www.WomensMarchonNYC.com)



# Food Waste: How Americans Throw Away \$218 Billion Dollars a Year

By Rene Brinkley

With some of the most expensive real estate in the country, New Yorkers are creative at repurposing space, and that includes dumpsters. We not only throw trash in them, we have been known to swim in dumpster pools. Now we can also dine dumpster style.

Josh Treuhaft is the creator of the Salvage Supperclub, where diners have paid as much as \$100 apiece to eat a multi-course meal in a spruced-up dumpster—in

hood food coops—though not from the Park Slope Food Coop.

Treuhaft started the club in 2014 in an effort to draw attention to how much food is being wasted. “My goal was to inspire and empower people to make the most of the edible food in their lives,” he says. Treuhaft’s dumpster diners are also introduced to the food waste issue and receive recipes that show them how to make great meals from food slightly past its prime.

organizations dedicated to helping the U.S. reduce food waste, analyzed the supply chain and found waste occurred at every stage.

**\*43% of food waste occurs at the consumer level.**

Americans throw away approximately 25% of the food and beverages they purchase. That translates to roughly 300 pounds of wasted food per person per year. A big reason for all this waste, an NRDC study found, is that Americans undervalue food because it’s often so cheaply priced in the U.S. Other factors include confusion over date labels, promotions that encourage overbuying, and food spoilage that occurs due to improper storage.

**\*40% of food waste occurs at consumer-facing businesses, including grocery stores, restaurants, and institutional cafeterias.**

The USDA estimates that supermarkets lose \$15 billion annually in unsold fruits and vegetables. Some of the reasons for waste include the demand for perfect-looking produce, disposal of food close to the “sell-by” date, and the practice of overstocking produce bins to create the appearance of abundance. Restaurants’ practice of serving large food portions on massive plates also contribute to food waste. The NRDC study found that on average diners leave 17% of restaurant meals uneaten.

**\*16% of food waste occurs on farms.**

At times farmers leave entire fields unharvested. While sometimes that’s

due to weather or disease, the NRDC stated that other times it’s due to economics. If the market price of produce is too low, it may be cheaper for the farmer to let the food go to waste. A farmer may also harvest produce only to throw it away because it doesn’t meet strict cosmetic standards.

**\*2% of food waste is by manufacturers.**

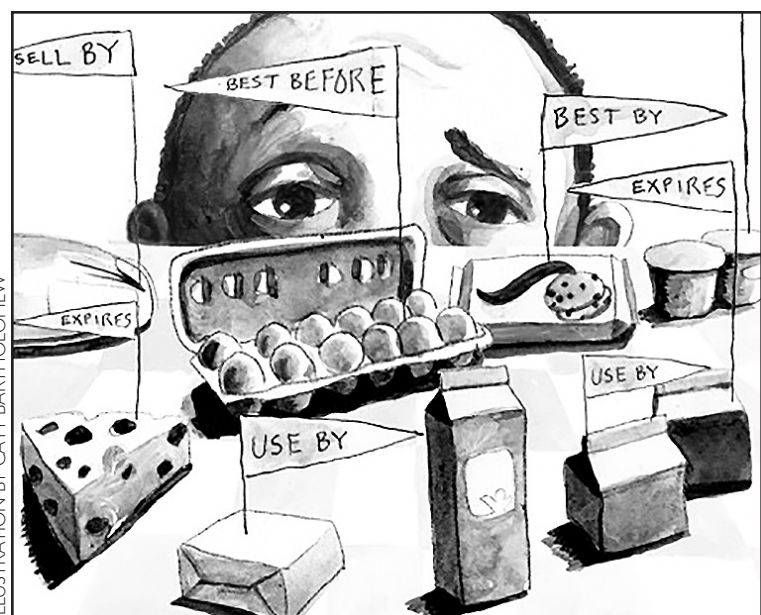
There is a great deal of confusion among consum-

ers and grocery retailers when it comes to product labels. Phrases such as “use by,” “sell by,” and “best before” are used by manufacturers to describe the quality of food—not its safety. Yet food that is safe to eat is often dumped, due to such label confusion.

**More Than Food Waste**

Getting food from the farm to the table takes a

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Brooklyn, and other cities like San Francisco. A recent menu included artichoke and truffle bisque, roasted vegetables with eggplant puree, and beet tartare served with cashew cheese on shaved radish. “Every course is filled with food that would have gone to waste,” states Treuhaft. A typical menu uses about 58 pounds of salvaged food that is donated from farmers markets, nonprofit organizations and neighbor-

## The Food Wasters

While dining in a dumpster is reserved for a lucky few, throwing food in the trash is something Americans do at an alarming rate. According to the National Resources Defense Council (NRDC), 40% of all food in the United States goes to waste. That is roughly 63 million tons of food grown and processed for human consumption simply left to rot. ReFED, a group of over 30

## Coop Members

CONTINUED FROM PAGE 2

rights. I don’t typically go marching, but this is a case where we have to raise our voice.” Coogan said she hopes the marches will “dampen Trump’s sense of importance. I doubt it will be a major wake up call to him,” she said. “He lives in his own weird reality. The things being proposed and the people he’s choosing for his cabinet are scary and having hundreds of thousands of women say you can’t touch my body is really important.”

Member Henri Lieutaud, a native of France who moved to Brooklyn 11 months ago agreed. “It’s a scary moment,” he told the *Gazette* while shopping one night in January. “There are so many women’s issues and gay issues at stake right now, so I think it’s very important to voice your opinion.”

The Women’s March began organically, the day after the presidential election, when a grandmother in Hawaii proposed to a few friends that they go and march in Washington, D.C. Today, more than 200,000 people are expected to march in D.C., and nearly 250 official Sister Marches have been organized by volunteers around the country and internationally in solidarity. By the time this paper goes to press, our country will be just one day from the Presidential Inauguration on January 20, and two days away from the national and international Women’s Marches on January 21, which means curious members still have time to get involved.

For logistical information, see the inset accompanying this article. Members can also visit [www.WomensMarch.com](http://www.WomensMarch.com) or [www.WomensMarchonNYC.com](http://www.WomensMarchonNYC.com) to register to attend or for more details on transportation. ■



## Tip of the MONTH!

### Election results got you worried about climate change?

Whatever you’re doing about the big picture, here’s something you can do at home:

Heating and cooling accounts for almost half your energy use. If you control your own heat (i.e., if you own your home) change air filters regularly, have your heating and cooling properly maintained, turn off units when you are not home. Turn the heat way down when you got to bed. If you want to wake up or come home to warm house, use a programmable thermostat. Reducing energy use reduces greenhouse gases.

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



## Restaurateur

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On the culinary school component, he is very clear. "We're teaching culinary skills to young people, targeting 18 – 34 year olds in Brownsville, and we're paying them stipends of \$10.50 an hour during the period. It's a 40-week program."

A pilot program, where students will be cooking at a local church while the official space for the culinary center is completed, is already underway, with the first crop of participants heading out soon for externships.

### A Neighborhood Eatery

Defining the neighborhood eatery portion of the project has been a more complex and thoughtful process. Hoffman is wary of blog posts that have already broken the news of a new Claus Meyer eatery in Brooklyn and, in his opinion, have misrepresented the endeavor.

What Hoffman envisions is a 45-seat sit-down eatery and bakery open seven days a week for breakfast, lunch and dinner, but closed for dinner on Sundays. It will be run nearly entirely by students of the culinary school, who will also help to define the menu. Both the eatery and bakery will accept SNAP cards (food stamps), and will offer a 50% discount to cardholders.

"We're not naming [the eatery] for a reason. It's just going to be the spot at the cooking school," Hoffman says. "We may name it later on, but we want it to grow collaboratively and organically, both in feel, tone, smell, food, acceptance, [and] pricing."

### The Talk of Brownsville

When the Brownsville Community Culinary Center and Neighborhood Eatery will open remains unclear. Blogs have reported a "winter" debut after fundraising delays. A sign outside the building says March 2017. Hoffman hesitates to confirm a date, but says mid-April isn't out of the question.

Meanwhile, locals are eager to visit and learn more. Nora Rodriguez-Cortez, a 53-year-old grandmother and Brownsville native says she was thrilled to hear about the project and was mildly disappointed that she didn't fall into the target age range for the free culinary school.

*...Claus Meyer, co-founder of the world-famous restaurant Noma, has selected an unlikely location for his next food project; Brownsville.*

Rodriguez-Cortez works for the City, but fills her free time building her photography portfolio, and maintaining several social media accounts, including the Facebook page, "Enriching Brownsville." She also bakes elaborate cakes for birthday parties and celebrations, a side business she started during a period of unemployment a few years ago.

Rodriguez-Cortez is particularly pleased that the center will open on Belmont Avenue. "Back in the '60s, Belmont had the carts, you know—fresh fruit and all that," she says.

Those carts went away in the early '80s as crime rates skyrocketed in Brownsville. Today, Rodriguez-Cortez says her grandchildren are growing

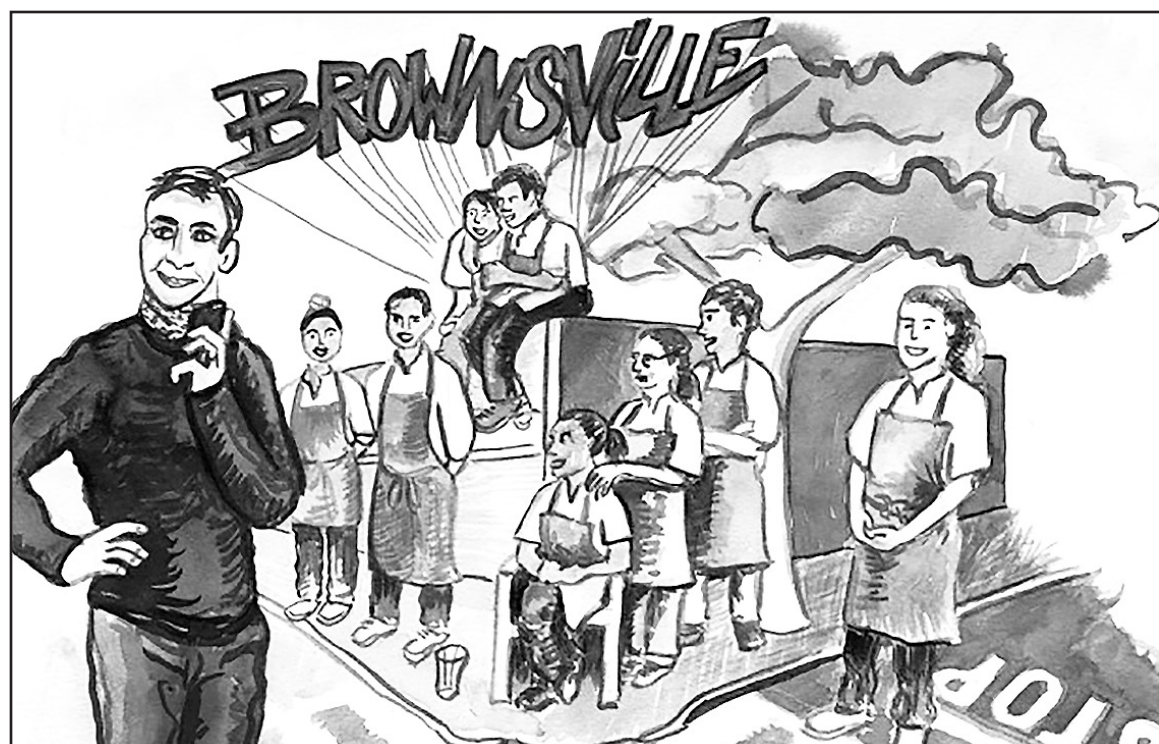


ILLUSTRATION BY VALERIE TRUCCHIA

up in a very different neighborhood than the one she remembers from childhood

"It's such a ghost town now. And I remember [Belmont Avenue] being such a fun place to go when I was growing up," she says. "We used to walk around...now you walk out and anything happens, at that time...we was comfortable letting our children go around the corner to the pizza shop."

She is also pleased to see the success of 3 Black Cats cafe, down the street from the culinary center site, a coffee shop run by sisters who grew up in Brownsville. "It's sleek and chic," she says.

Rodriguez-Cortez' enthusiasm for the new culinary center is shared by other community members. David Vigil serves as project director for East New York Farms, a food justice organization that runs farmers markets and an urban farm in nearby East New York.

Of the Brownsville culinary center he shared by email: "We

are always excited to see initiatives that bring a new programmatic component to the community, which this project does." He added, "Similarly, it's always good when new projects seek out partnerships with existing nonprofits and community groups. It has been great to see how they have really come out to support [local initiatives] and find ways to collaborate."

### Learning from La Paz

The success of past projects bodes well for the Culinary Center's prospects in Brooklyn. In 2012, Meyer and the global branch of Melting Pot Foundation launched a similar project in Bolivia, centered around a culinary school and restaurant in La Paz called Gusto.

"In Bolivia, our goal is to fight poverty with gastronomy," says Sumaya Prado, a spokesperson for the foundation.

In El Alto, Bolivia's second largest city, Prado says nutrition and eating habits are poor. Many families have migrated to the city from rural communities and, in a new urban setting, find themselves disconnected from healthier, traditional foods. One goal of launching a culinary school here, Prado

explains, was to educate the younger generation growing up in the city to traditional Bolivian produce, grains and cooking techniques.

"Mothers and fathers work all day long, and kids will be with bread and soda all day long," she says. The culinary school offers not just job training, but access to better health.

The project has grown from one to 12 schools, including one in neighboring Colombia. A six-month course that launched in 2014 has since graduated 2,500 students, most of them women.

According to Prado, the schools have exceeded expectations in benefits to the community, including women leaving domestic-violence situations after quietly acquiring the skills to obtain paid restaurant work.

"They wait for the husband to leave the house, go take the training, and return home before he is back," she says. "With the program they can get a job and break the cycle [of violence]."

Another great outcome: teens are choosing culinary school over gangs.

"Suddenly it's very cool to be a chef." ■



PHOTO BY THE MELTING POT FOUNDATION

Community members arrange dessert plates.

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the Food Coop on

twitter & Instagram

& Pinterest @foodcoop



## MEMBER SUBMISSION

## New Coop Platform: Up &amp; Go

By Corinna Zuckerman

In December 2016, a group of local worker cooperatives, coop developers, and philanthropic funders launched Up & Go, a web app that lets you book services from worker-owned cleaning businesses in NYC. For the first time, local consumers can order and pay for coop home services online. Up & Go raises awareness of worker cooperatives and helps socially conscious consumers form meaningful connections with trustworthy providers. Immigrant- and women-owned worker cooperatives market and sell their services to new customers, share and develop industry best practices, and gain

back-office efficiencies.

Up & Go lets you easily book professional home services from businesses with fair work practices.

*In December 2016, a group of local worker cooperatives, co-op developers, and philanthropic funders launched Up & Go, a web app that lets you book services from worker-owned cleaning businesses in NYC.*

Every home cleaning professional on Up & Go is a co-owner of a local worker cooperative. Up & Go is committed to:

- Service Quality and Accountability: Because the

service professionals on Up & Go are also business owners, they are committed to building customer loyalty through excellent service. They have developed ongoing training and rigorous service-quality standards that are aligned with leading industry best practices.

- Living wage, safe and dignified work: As a consumer, you can be sure that you are supporting fair work practices because these businesses are 100% worker-owned. Business decisions are made by the service professionals themselves (1 worker = 1 vote!), who joined a worker cooperative in order to secure fair schedules and wages.

- Transparency. On Up &



Go, people get paid fairly for the work they do. 95% of your service fee goes to the service professional. The other 5% is for Up & Go to book the job.

- Community. Booking on Up & Go builds a stronger community around you. These cooperative businesses are owned by everyday people building better lives and a just local economy.

Up & Go connects you with them.

Currently, the site is in beta phase. Early users of the site are invited to share feedback with the Up & Go team.

For more information about this project, visit [www.upandgo.coop](http://www.upandgo.coop), or contact Sylvia Morse at the Center for Family Life at [smorse@sco.org](mailto:smorse@sco.org). ■

## Food Waste

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tremendous amount of resources, which is wasted when food is tossed. In addition to throwing away food, Americans are throwing away money. The U.S. spends \$218 billion dollars a year growing, processing, transporting and disposing of food that is never eaten. For an average family of four this means \$1,500 a year is spent on food they will never eat.

Through tossed food—as a result of food waste—we are also throwing away 25% of our fresh water, used to irrigate fields, and we are wasting the land used to grow the food. Likewise, the chemicals and energy it takes to transport and harvest food. Moreover, we are wasting the opportunity to feed the one in seven Americans who are food insecure. So what does America gain from all this waste? Methane. 97% of food waste ends up rotting in a landfill, where it emits methane, a powerful

greenhouse gas that contributes to global warming. It turns out food waste is bad for our pocketbooks, our health and the environment.

## The Fight to Reduce Waste

In 2015 the U.S. government finally decided to get serious about reducing food waste. The government established a national goal of reducing food waste by 50% by 2030. To achieve this goal the food waste organization, ReFED, created a comprehensive analysis of food waste in the U.S.

Chris Hunt, a senior advisor at ReFED, explains, “The roadmap looks at the most viable solutions for reducing food waste, and arrives at 27 solutions which are all cost effective, scalable, have data and have the potential to be implemented today.” The organization found that implementation of the 27 solutions could reduce food waste in the U.S. by 20% in 10 years. The biggest opportunity and the most cost effective solutions involve prevention. Three standouts are:

- Standardize date labels: Estimates say confusion over date labels drives 20% of all consumer food waste. Congress is currently considering a bill that would standardize them.

*According to the National Resources Defense Council (NRDC), 40% of all food in the United States goes to waste. That is roughly 63 million tons of food....*

- Create consumer education campaigns: Make people aware of this issue, then teach them how to prevent waste. In April 2016 the NRDC and the Ad Council launched a nationwide “Save the Food” public awareness campaign. It includes the website [savethefood.com](http://savethefood.com)

- Waste tracking and analytics: Food-waste entrepreneurs are creating solutions to help businesses track their waste and find opportunities to reduce it.

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ILLUSTRATION BY CATY BARTHOLOMEW

## 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.)**

## Food Waste

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In addition to prevention, there are more opportunities to reduce food waste at the recovery and recycle stage. Food recovery focuses on donations from homes and businesses to organizations on the frontlines of fighting hunger, such as food banks, shelters and soup kitchens. To encourage food donations there are tax incentives and laws in place, such as the Good Samaritan Food Donation act. Recycling food involves reusing it for other purposes including composting and animal feed. The ReFED roadmap identified recycling as "the most scalable path to reducing food waste nationally."

## Everyone's Problem

Food waste is one of the greatest of America's shames. While the problem is massive, the good news is that the solutions are within reach and the benefits—alleviating hunger, saving money, conserving energy and resources, and reducing methane emissions—are worth fighting for. Chris Hunt at ReFED observes, "Once people start to think more about the problem, its scope and the fact that it's so solvable and we are spending so much on the problem right now, I think we will start to see solutions emerge more quickly." Until then, food-waste activists will continue to find creative ways to bring attention to the issue, and that could mean the dumpster you throw trash in today could be the dumpster you dine in tomorrow! ■

## 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](http://terracycle.com)

Questions about items we accept should be e-mailed to [ecokvetch@yahoo.com](mailto:ecokvetch@yahoo.com)



## Crossword Puzzle

### Across

1. Urge
5. Air pollution
9. Colorful gemstone
13. Claudius's successor
14. Cut wool
15. Collection
16. Poetic measures
17. See 35-Across
19. O
20. Sam Cooke genre
21. Sausage
22. Starts anew
25. Craze
27. Servile
28. High mountain
30. Printing widths
31. Banking org.
32. Caribbean island
34. War god
35. 17-Across, 58-Across, 3-Down and 43-Down
38. Sagacious
41. Demonstrate exhaustion
42. Doctrine
44. Fire remains
45. Vernal equinox mo.
46. Satisfy
49. Slytherin House member
51. Like some tigers
54. Without help
56. Advance, as money
57. H.M.S. Pinafore song "A British \_\_\_\_"
58. See 35-Across

60. It's used in the autumn
61. Much
62. Black hardwood
63. Hawaiian instruments, for short
64. Baby ferrets
65. Widespread
66. Disaster

### Down

1. Tell
2. Haha
3. See 35-Across
4. Selling quickly
5. Yell
6. "Walking Dead" character Dixon
7. Kind of grain

8. Increase

9. La Scala performance
10. Beer type
11. Like some records
12. MGM mascot
14. Go bad
18. Volleyball hit
20. Big mess
23. Easy one
24. Heavy shoe
26. Fool
29. Mekong River language
32. Bewitch
33. Pot
34. Positive
36. Jacuzzi
37. La Scala city

38. Walletful

39. Haifa resident
40. Onion variety
43. See 35-Across
45. Like old recordings
46. Boglike
47. Plumbing tools
48. Exit
50. Super Bowl XLI champions
52. Detached
53. 2007 Alica Keys hit
55. Ornamental pitcher
58. Domesticated animal in Tibet
59. James Comey org.
60. Longtime Caribbean export

Puzzle author: Lars Roe. For answers, see page 15.



## TIP OF THE MONTH: NEW YEAR'S RESOLUTIONS

If one of your intentions for 2017 involves animal welfare, consider starting with one small shift, such as:

- Informing yourself about food labels and claims in regard to animal welfare. Explore all our guides, which define and decode packaging claims and labels.
- Switching from milk produced by animals to a plant-based alternative in your coffee. Check out our comprehensive guide to the 10 different choices across from the freezer case.
- Trying Meatless Mondays by cutting out meat one day a week.

The Animal Welfare Committee provides members with clear, unbiased information about animal welfare as it relates to Coop products.

Find all our guides and resources on our blog at <http://psfanimals.blogspot.com/p/awc-guides.html>  
[email] [psfanimals@gmail.com](mailto:psfanimals@gmail.com)



**f** Park Slope Food Coop Animal Welfare Committee

**t** @psfanimals





## Board of Directors Election

### The General Meeting & The Board of Directors

From our inception in 1973 to the present, the monthly General Meeting has been the decision-making body of the Coop. Since the Coop incorporated in 1977, we have been legally required to have a Board of Directors.

The Bylaws of the Park Slope Food Coop state: "The portion of the Board of Directors meeting that is devoted to receiving the advice of the members shall be known as the General Meeting.... The members who gather to give advice to the directors may choose to vote in order to express their support or opposition for any of the issues that have come before the meeting."

### Duties of the Directors

The Board of Directors is comprised of five elected Coop members and the senior General Coordinator present. Members serve three-year terms. Members of the Board are expected to attend GMs monthly. They receive Coop work credit for their attendance.

The Board of Directors conducts votes at the end of every GM whether to accept the advice of the members that night. Members of the Board are required to act legally and responsibly.

### Opening

There is one opening on the Board for a term of three years.

### Candidate Deadline

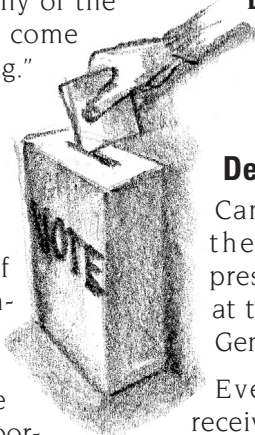
If you wish to place your name into nomination, you must declare your candidacy by submitting a statement of up to 750 words to: [gazettesubmissions@psfc.coop](mailto:gazettesubmissions@psfc.coop). Please include a small photo for publication in the *Linewaiters' Gazette* and the member proxy mailing.

**Deadline for candidacy submission is Wednesday, March 1, 2017.**

### Deciding and Voting

Candidates will have the opportunity to present their platform at the March 28, 2017, General Meeting.

Every member will receive a proxy package in the mail in late May. Members may vote by returning their ballot by mail or by bringing it to the Coop. Members may also vote at the Annual Meeting on June 27, 2017.



## Coop Job Opening: Receiving Coordinator Evenings/Weekends

### Description:

All Receiving Coordinators ensure the smooth functioning of the Coop.

- 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

Evening/Weekend Receiving Coordinators are generalists who work with members to maintain and restock all aisles including produce. They also oversee late deliveries, inspect for dates/quality, and support the Receiving and Food Processing squads.

The ideal candidate will:

- 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
- be comfortable with computers (Macs preferred)
- experience working in a grocery store is a plus

**Hours:** 38 hours. 5 days per week including both Saturdays and Sundays.

**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.

### 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:

We strongly encourage candidates to work one Saturday or Sunday afternoon Receiving shift. Please introduce yourself as an applicant to one of the Receiving Coordinators.

Attach resume and cover letter as a single document at the link below:

<http://bit.do/ReceivingCoordinator>

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



## 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](http://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!

## 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](http://ICA.COOP)

# 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](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.

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](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, February 17, 8:00 p.m.

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



## PROSPECT CONCERTS



### Brooklyn Raga Massive Co-op All-Stars!

Brooklyn Raga Massive is dedicated to expanding the Indian music audience by breaking conventional formalities, while genuinely presenting and representing a deep appreciation of Raga music, with top-notch Indian Classical and Raga-inspired musicians in all their diversity. **Michael Gam**, fretless bass; **Ben Tyree**, acoustic guitar; and **Sameer Gupta**, multiple tablas, have a unique chemistry—with original material as well as energetic and lyrical spontaneous improv.

**David Roche** is a singer/songwriter and long-time Coop member who is absolutely thrilled to be getting two FTOP credits for merely singing a few of his tunes. Joining him on bass is the incomparable **David Kumin** who has been banging out Coop shifts for longer than anyone can remember.



[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:

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Final Proofreader: Lisa Schorr

Index: Len Neufeld



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.

Omega Augustus-Barro	Patrick Costello	Neil Glennie	Sarah Karpinski	Julieann Lee	Giuseppe Pizzolato	Jaime Stein
Noah Bashevkin	John Davies	Lauren Glover	Ellie Kaufman	Nellie Lee	Jacquelynn Proscia	Abishekkha
Paul Beekmeyer	Rachel Denison	Lauren Goldberg	Evangelos Kavouriadis	Will Lee	E. Michael Remboulis	Sundaram
Rachael Bergstein	Bozenna Drozd	Regina Gori	Greg Keener	Humberto Leon	Michal Roberge	Tracy Swan
Carrie-Ann Bracco	Jan Drozd	Hannah Grossman	Joyce Keener	Catherine Lewis	Hannah Roodman	Jacob Tempchin
Caroline Brennan	Nevena Dzamonja	Stephanie Guevara	Emily Kelly	Gretchen Lidicker	Joshua Rosenblatt	Francesco Tocco
Sean Brennan	Omine Eager	Varun Gulati	Robert Kelly	Rachael Long	Michael Santiago	Kiyomi Toda-Burke
Harry Brookstein	Fernando Faria	Susan Hach	Heeseung Kim	Maisha Maitland-Jones	Salvatore Scalora	Marie True
Alleen Brown	Correa	Eliza Heitzman	Michelle Kuchinsky	Georgia Metz	Verena Schiml-Schmid	Bruce Waid
Michael Burke	Ian Farrant	Zakia Henderson-Brown	Amira Lamb	Michael Misch	Oliver Schmid	Andrew Werner
Francesca	George Faulkner	Arnaud Henry	Guillaume Laurent	Marie-Yan Morvan	Derrick See	Matthew Wildey
Campanella	Kathleen Ferrall	Juliana Hold	Colin Leaman	Sarah O'Brien	Neda Semnani	Patrick Wilson
Grace choi	Michael Fiorelli	Vincent Hold	Sarah Leaman	Nick Obourn	Annie Sexton	Morgan Wright
Thomas Colavecchio	Jessica Flynn	Noe Jimenez	Amy Lee	Diana Paschal	Wendy Spooner	Emily Zarella
	Sarah Freeman		Anthony Lee			Viola Zink

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, JANUARY 31**  
GENERAL MEETING: 7:00 p.m.

**TUE, FEBRUARY 7**  
AGENDA SUBMISSIONS: 7:30 p.m.  
Submissions will be considered for the February 28 General Meeting.

Gazette Deadlines

**LETTERS & VOLUNTARY ARTICLES:**  
February 2 issue: 12:00 p.m., Mon, January 23  
February 16 issue: 12:00 p.m., Mon, February 6

**CLASSIFIED ADS DEADLINE:**  
February 2 issue: 7:00 p.m., Wed, January 25  
February 16 issue: 7:00 p.m., Wed, February 8

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, 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](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

jan 20  
fri 8 pm

## Brooklyn & Beyond; Myk Freedman Quintet



**Brooklyn & Beyond** is a dynamic string duo featuring violinist **Helene Bergman** and cellist **Mary Robb**. The ensemble's name symbolizes the intersec-

tions of their new Brooklyn roots and focuses on performing string duos from around the world in a classical setting. This concert showcases the versatility of their instruments within the classical repertoire. The varied program includes works by Vasks (b. 1946), Giuliani (1760-1818), Hofmann (1738-1793), Glière (1875-1956) and J. S. Bach (1685-1750). The **Myk Freedman Quintet** is a little big band; it's a salon orchestra; it's a cabaret pitband; it's a New School concert band, half-remembering old school psychedelics in a district West of Weimar and North of San Antonio. It can swing like a Kollektief or shamble like a seaside sinfonia.

**Anna Webber**, tenor sax; **Yoshie Fruchter**, guitar/oud; **Michael Bates**, bass; **Carlo Costa**, drums; and **Myk Freedman**, lap steel/tunes. "Lap-steel whiz Myk Freedman excels at intensely evocative instrumentals... His aesthetic is wistful yet subtly surreal."—*Time Out New York*

**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.**



ongoing education about the pension plan, to the membership at large. The Committee will be composed of five elected members, working on an FTOP basis as needed throughout the year. Committee members will submit their hours to the committee chairperson for approval. For every 2.75 hours of work completed an FTOP credit would be applied to the committee member's work record. If somehow the committee's work in any given 12-month period did not equal the requisite 13 shifts a year, committee members would be obliged to supplement their committee work with FTOP work elsewhere in the Coop. The Committee will have at least four scheduled meetings per year with the Pension Plan Trustees (and Pension Plan Administrator, as needed). The Committee at its discretion may schedule meetings with any investment managers, actuaries, accountants, lawyers or other service providers that the plan may employ. In addition, the Committee will report at least quarterly in the *Linewaiters' Gazette* and at the General Meeting (during Committee Reports unless the committee chooses to submit an agenda item to make more substantive report) on the pension plan's performance and management.

### Details of the Pension Oversight Committee:

Below the Pension Plan Trustees will be referred to as the "Trustees," the Pension Plan Administrator will be referred to as the "Administrator," the Pension Plan Investment Manager will be referred to as the "Investment Manager," and the *Linewaiters' Gazette* will be referred to as the "Gazette."

### Requirements for Committee Membership

- Members with at least one year of Coop membership immediately prior to joining the committee;
  - A record of good attendance at their Coop workslot; and
  - Minimum three years relevant professional or educational experience in investment management, corporate finance, or pension management
- Members will be required to submit a professional resume, a brief written statement of interest and at least one reference and will communicate in writing to the "Pension Oversight Committee."

### Selections of Members for Committee Membership

The inaugural selection group for the committee will interview qualified candidates, perform other necessary due diligence, and recommend a slate of five candidates for election at a future GM. The inaugural selection group will consist of three Coop members (Jonathan Hessney, Ben Millard and Rob Dietrich). This election shall take place no later than 3 months after the approval of this proposal at a GM.

To fill future vacancies on the committee, the process will be described above, except that selection group will consist of current committee members who are not running for reelection.

Before engaging in any official committee activity, committee members must be presented to and elected by the General Meeting.

### Election of Members and Terms of Service

The members elected for the inaugural committee shall, by ascending order of affirmative votes received, be assigned to the following initial terms: two two-year terms, and three three-year terms. In the event the two or more members receiving the same number of affirmative votes, terms will be assigned in last name alphabetical order. Thereafter, all elected members shall serve for three-year terms. Committee elections will be held annually in the month in which the inaugural committee is elected.

The Committee may select from among its members a Chairperson whose responsibilities will include scheduling meetings, setting agendas, chairing meetings, and ensuring the committee functions smoothly to meet its stated goals and fulfill its mandate.

Any member elected to the Committee to replace a committee member who resigns part way through their term will complete the remainder of that member's term. Members could then stand for reelection to a full term, if they express interest and are selected by the selection group.

The committee must solicit, through the *Gazette*, interest from the membership at large whenever there is an opportunity for members to stand for election. Every effort will be made to present a slate of candidates that represents the diversity of the Coop's membership.

### Committee Recommendations and Reports

A quorum for a Committee meeting will be 4 committee members. The Committee will vote on the recommendations and report its issues. The Committee will make decisions by majority vote.

### Information Sharing and Communication

The Committee will receive from the Trustees the following items in the following timeframes:

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 31  
tue 7 pm

## PSFC JAN 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.**

**I. Member Arrival and Meeting Warm-Up**

**II. Open Forum**

**III. Coordinator and Committee Reports**

**IV. Meeting Agenda**

**Item 1: Formation of a Pension Oversight Committee (90 minutes)**

**Proposal:** To create a committee of members who will represent the interests of the entire membership including the full-time employees concerning the Coop's Defined Pension Plan. The committee will be charged with: monitoring the overall performance of the fund; maintaining regular communication with and offering advice to the Pension Plan Trustees and Pension Plan Administrator; and reporting on pension plan performance and management, as well as

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



# jan 20–mar 28 2017

- Pension Plan Investment Policy Statement—At least 30 days before any new policy is to be enacted
  - Monthly account statements for all pension fund accounts, including transaction histories
  - List of plan investments, their current values and cost basis's
  - Quarterly accounting of Administrative Costs (including management fees and “trailers,” broker-dealer mark-ups and commissions)
  - Documentation of the fund's expected requests for contributions from the Coop
- This information will be presented not less than quarterly and as frequently as monthly, if requested by the Committee. All committee requests for information are to be responded to within 14 days. The committee may request additional information as needed. Whenever possible, information will be shared in a secure and confidential manner with the Committee in advance of the scheduled meetings.

In addition, in June of each year, the Trustees and Administrator will provide the committee a final copy of the Annual Audited Financial Statements, and when it is made available (usually in April or May) the report on the over or underfunded status of the pension plan according to the Pension Benefit Guaranty Corporation and the legally required certification that complies with the Pension Plan Protection Act of 2006 known as Adjusted Funding Target Attainment Percentage.

The Trustees (and Administrator, as needed) will meet quarterly with the Committee to review pension fund value and investment positions and to answer questions. Within three weeks of these quarterly meetings the pension reports provided to the committee will be submitted by the Trustees for publication in the *Gazette*. If possible, the committee's written report should be submitted for publication at the same time.

The Committee will maintain and monitor an email address at which they will receive questions and comments from the membership at large.

#### Confidentiality

All information about the pension plan provided to the Committee and to the membership at large will maintain the confidentiality of plan participants' personal information as well as the fund's brokerage account numbers. When account statements include disbursements to beneficiaries, this information will be provided as a lump sum (verified by the Administrator) and in such a way as to completely protect the privacy and identity of individual plan beneficiaries.

#### Consultation and Advice on Pension-Related Matters

The Trustees and Administrators intend to communicate with the Committee to inform them and seek their advice on such matters as: the selection of Trustees in the event of the resignation of an elected Trustee; the selection or replacement of the Investment Manager, actuarial firm or any other outside professional engaged to assist in the management of the pension plan fund. The goal of the consultations will be to make decisions together and to present jointly sponsored motions to the General Meeting when necessary.

The only exception to this approach would be decisions that are truly of an urgent nature and require immediate action. In this case the appropriate party—Trustee or Administrator—will consult the chairperson of the committee prior to making the required decisions without first consulting the Committee.

According to the Pension Plan and Trust document, the Plan sponsor appoints Trustees. In our case the Plan Sponsor is the corporate body known as the Park Slope Food Coop, and therefore Trustees are elected through the existing General Meeting process of decision-making.

#### Conflict Resolution

The Committee will resolve internal conflicts and handle internal decision-making by majority vote of those members present as long as the quorum of four is satisfied.

One goal of Committee is for a respectful and cooperative working relationship to develop between the Committee and the Trustees and Administrator. In the case where the Committee feels its advice is not being heeded, or the Trustees and Administrator are not meeting their obligations as laid out in this document and/or the documented responsibilities of their respective roles as Trustees and Administrator, the Committee may hold a vote of no confidence in one or multiple trustees of the fund or in the plan administrator to remove them

from their position. In the event of the removal of a trustee or administrator, the committee will then recommend new trustee(s) and/or an administrator for election at the next possible GM and no later than 3 months following the vote of no confidence. If the vote of no confidence leaves the plan without a trustee and/or administrator, the committee will appoint an interim trustee and/or administrator until permanent replacements can be elected.

—submitted by Jonathan Hessney

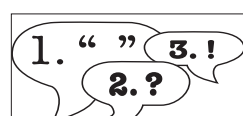
#### V. Board of Directors Meeting

#### 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.

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

feb 11  
sat 2–5 pm

## Valentine's Day Card-Making Party



Bring family and friends of all ages to a Valentine's Day Card-Making party in the Coop's Meeting Room. Children under 10 years old should be accompanied by an adult. We'll supply glue, markers, and paper and some fun art-making tips. You supply the creativity and love! Bring any other special art

materials you would like to use. We are looking for art supply donations like buttons, fabric, recycled paper, magazines, newspaper and cardboard. Hot cocoa and chocolatey treats will be available to purchase.

feb 17  
fri 8 pm

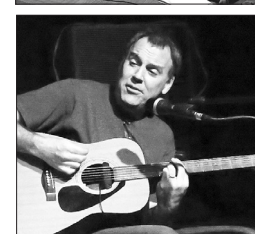
## Brooklyn Raga Massive; David Roche



**Brooklyn Raga Massive Co-op All-Stars!** Brooklyn Raga Massive is dedicated to expanding the Indian music audience by breaking conventional formalities, while genu-

inely presenting and representing a deep appreciation of Raga music, with top-notch Indian Classical and Raga-inspired musicians in all their diversity. **Michael Gam**, fretless bass; **Ben Tyree**, acoustic guitar; and **Sameer Gupta**, multiple tablas, have a unique chemistry—with original material as well as energetic and lyrical spontaneous improv. **David Roche** is a singer/songwriter and long-time Coop member who is absolutely thrilled to be getting two FTOP credits for merely singing a few of his tunes. Joining him on bass is the incomparable **David Kumin** who has been banging out Coop shifts for longer than anyone can remember.

**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.**



## still to come

feb 28 **PSFC FEBRUARY General Meeting**

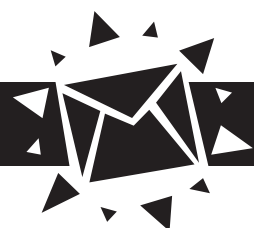
mar 17 **Prospect Concert Series**

mar 7 **Agenda Committee Meeting**

mar 28 **PSFC MARCH General Meeting**



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



## A RELATIONSHIP'S RESOLUTION... THAT STICKS—ANOTHER PSFC LOVE STORY

### DEAR MEMBERS,

She was very excited to meet me, and immediately wanted to take a picture with me to show her husband that she had met The Sticker Dude, Wednesday night 01/18/2016, during my regular work shift at the exit doing final checkout of receipts and packages.

For about 10 years I've been doing mine at the door, "Sticker Dude Style," setting up a small table in front of me and offering a rotating monthly selection of about 20 different items from my 2000 or so different stickers and memo pads. Each exiting shopper who desires gets a free choice, and usually a little spiel of mine. Something like, "Over there you get food for sustenance and you pay for it, but over here [at this checkout table] you get food for thought, and it's free." Anyone who wishes to pick them up and take them home gets a couple or so. Usually a couple of hundred go out the door with the groceries each shift.

Now back to this enthusiastic woman, Maggie. She told me the story of the beginning of her relationship with her husband Rob. They met a few years ago, while she was living in Manhattan and he was living in Brooklyn and a member of the Food Coop. Their relationship started tentatively, since both of them had recently come out of painful relationship breakups, but they knew that they were interested in each other during many "late-night" phone calls. Rob had gotten the Cupid sticker from my table—Stressed Over Love, Love Over-Stressed Trying to Work It Out—and he put it on his refrigerator. At some point while thinking about the sticker he said to himself why am I avoiding pursuing this relationship wholeheartedly?

Today, Rob, Maggie and their young son Talen are all a Coop family.

Joel S. Cohen  
aka The Sticker Dude

## A PROBLEM EASILY SOLVED

### DEAR MEMBERS,

In the December 22 *Gazette* issue, Robert Berkman has an issue about tub sizes for cream

cheese. He mentions in his letter that he asked about it to a coordinator, and expressed dissatisfaction that this person, rather politely in my view, addressed him as "Sir," explaining further that "the policy of addressing outwardly male Coop members as 'Sir' is an issue that I intend to bring up this issue up at a future General Meeting."

I have a solution for that: Let's declare, as a policy, that from now on all Coop members will address each other as "Comrade." It is completely gender neutral, and would also give a romantic whiff of Marxism to any interaction.

I don't intend to bring this issue up at any future General Meeting, though, so any comrade is free to pick up this (admittedly minor) battle.

In cooperation,  
Benedicte Charpentier

## COOP COFFEE ART COMMISSION

### DEAR FELLOW MEMBERS,

I am writing as I want to invite other PSFC members to participate in a project I curated that is on until March 30, 2017.

Other than posting flyers in the hallway of the Coop I would love to invite members to engage. Your advice is much appreciated.

Aridoamerica Winter Plan is a community gathering space, a coffee coop and art project which invites visitors to stay, play the ancient game of Patolli, barter for services and items and share conversation and community.

<http://iscp-nyc.org/event/fran-ilich-aridoamerica-winter-plan>

Thank you in advance for your feedback!

Juliana Cope  
Director of Development and  
Programs Manager  
International Studio &  
Curatorial Program (ISCP)

## LET'S ADD BROOKLYN-MADE "IN THE RAW" COLA TO COOP SHELVES!

### MEMBERS,

It was very nice to read the article about products produced in Brooklyn among the many products we carry.

Recently while traveling in Pennsylvania I came across a great healthy soft drink. I was

especially glad that it has only 17 grams of sugar. (Compare with 28 grams of sugar for the same-sized Q Kola drink carried by the Coop.)

Imagine my surprise to see that "In The Raw" cola is manufactured in Brooklyn!

How about it, Coop? Let's carry this drink! Would love to see it on the shelves.

In cooperation,  
Kathy Miller

### DEAR MS. MILLER,

I'm glad you enjoyed the article and hope this helped you discover many of the interesting local products we carry.

I appreciate your product suggestion and will investigate it, and would encourage members who would like to see particular products in the Coop to use the product suggestion book which you'll find at the Entrance Desk.

Ross Gibson  
Receiving Coordinator/Buyer  
Park Slope Food Coop

## FOOD FOR THOUGHT

### MEMBERS,

How many times has someone checking you out been eating sushi with his or her hands?

If we rush in from work or just plain haven't had a chance to eat, it's okay just grab a tray of sushi or a sammie and jump on a check out. One might think what's the big deal, I'm hungry and I'm just doing my volunteer shift.

Here's the thing, the unique nature of our Coop does not mean the rules do not apply because we value and think of ourselves as members and not as employees. How many grocery stores have you been in where the checkout worker is eating lunch while working?

Chances are not any—or you would remember and would not likely return—because it's not sanitary, could cause cross-contamination and illness, and for these reasons is not allowed under NYS Food Safety Rules and Regulations.

As stated in Article 17 of the Agriculture and Markets Law Part 271 of Title I of the Official Compilation of Codes, Rules and Regulations of the State of New York, CIRCULAR 962 Rules and Regulations Relating to RETAIL FOOD STORES Section 271-3.5 Employee practices.

(b) Employees shall consume food or use tobacco only

in designated areas. Such designated areas must be located so that the eating or tobacco use of an employee does not result in Contamination of food, equipment, or utensils.

Section 271-1.2 Definitions.

(f) Employee means the license holder, individual having supervisory or management duties, person on the payroll, family member, volunteer, person performing work under contractual agreement or any other person working in a food store.

This applies to us.

If you're working a shift and cannot wait until your shift is over to eat, the Coop will make reasonable accommodations so you can take care of yourself—you just need to speak with the Squad Leader or Tech Support to ensure adequate coverage and leave the checkout area to consume your food.

Deb Parker  
Membership Coordinator

## REQUEST FOR CORRECTION IN NEXT GAZETTE

### HI,

Please forward to the editor for the next *Gazette* edition: In the article "Vision Zero Explained: NYC's Campaign to Protect Pedestrians and What It Means for You," my name is misspelled (in all three references). It is "Gil Ronen" not "Gil Rosen." A correction would be great in case someone at the Coop wants to contact me with regards to the Vision Zero program.

Happy holidays!

Gil Ronen

## HALOS MANDARINS

### DEAR COOP:

I was reading in the winter newsletter of the Food and Water Watch that in California, oil wastewater is being used to irrigate many crops, including Halos mandarins. Perhaps the Coop should reconsider whether they want to continue stocking this product. Perhaps other food brands are involved as well.

Please forward this note to the appropriate personnel at the Coop.

Thank you,  
Henry Brenner

### DEAR MR. BRENNER,

Thank you very much for your letter and concerns about Halos.

The use of oil wastewater is

legal in California, a state well known for drought, with very strict rules and filtering system when using such water.

This water can only be used for CONVENTIONAL crops. The Park Slope Food Coop is not an Organic Only store and we do carry conventional items so as to be affordable to everyone.

If this is an issue for you, your best bet is to stick to eating organic produce only. The Coop always welcomes submissions to the agenda committee where you could then request to do an educational information session at the General Meeting about this topic with the research you have done.

Ana Gallo  
Receiving Coordinator/  
Produce Buyer

## PENSION VOTE: WHERE IS THE MEETING AGENDA?

### DEAR COOP MEMBERS,

As of 8 a.m. on January 9, there is still no copy of the January 31 General Meeting Agenda to be found.

Rumor has it that a modified version of Jonathan Hessney's "Pension Fund Governance Reform" proposal will be on the agenda FOR A VOTE at the January 31st General Meeting.

Since today is the deadline for letters to the January 19 issue of the *Gazette*, I have no choice but to write now.

I would like to ask that Coop members attend the January 31 General Meeting to see what Jonathan's "new" proposal looks like, and to determine if it is worthy of being supported.

Jonathan's previous proposal was, in my opinion, enormously complex and the details of it were never thoroughly delved into when it was presented as a discussion item.

Given all that Joe Holtz and Dan Wiener have written about their new plans for the fund, which address the major concerns members have expressed about the way the fund was run previously, I personally see no need for a reform measure.

Nevertheless, please attend the January 31 GM to help us do the right thing for the Coop.

As an aside....I think it is noteworthy that no complaints have been publicly expressed by any current or future beneficiaries of the pension (meaning Coop staff) with how Joe Holtz and



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

George Haywood were managing the fund and with the new plans that Joe and Dan Wiener recently published.

*Andy Feldman*

## CURRENT PENSION PLAN “SERIOUSLY OFF KILTER”

### MEMBERS,

Attending the General Meeting a few months ago where the issue of reform of management of the Coop’s pension program was raised, I was shocked to learn that we were operating in a manner that violates basic principles of nonprofit management and pension investment. Having worked in nonprofit organizations for over 30 years, and with management responsibility over investments and pensions for over 20 years, it took about two minutes reading the documentation at that meeting to see that things were seriously off kilter. Basic tenets related to transparency and segregation of responsibilities had been ignored, and were being resisted at the meeting. All the risks from this approach are borne by the employees, and this is unacceptable.

I am a relatively new member of the Coop, having joined three years ago. I very much enjoy and appreciate the Coop. And I am still learning its culture as it relates to governance, the role of the General Coordinators, and the role of staff, and how issues move to the General Meeting agendas and ultimately to decisions by the members. I certainly have no interest in trying to change that culture and history. But I hope all members would recognize that there is sacred trust involved in managing pension benefits for employees. I believe that we need to think a little differently about how to manage that process to ensure we make careful and thoughtful decisions about how much risk is acceptable for this organization (there is always risk involved in investing), how the interests and confidentiality of the staff can be protected, how we can take an appropriate approach to socially responsible investing, and how the leadership of the Coop can discharge its fiduciary responsibilities under New York State and Federal laws that govern pension management.

Suffice it to say that when two individuals end up making

all the investment decisions, resulting in a lot of the assets being invested in a handful of highly speculative biotechnology companies, and these are the same trustees charged with managing the administration of benefits, we are missing the mark of good governance and management. I don’t think there was bad intent here, especially given their history of service to the Coop. But I believe it is time for change.

For those reasons I support the changes being proposed that move in the direction of separation of the basic responsibilities of administration of benefits from the investment process, and strong oversight of the investment process by a committee made up of a group of members who bring relevant expertise and experience to that part of the process. I encourage members to come out and vote at the January 31 General Meeting for appropriate improvements to the pension management process.

*Mark Gurvis*

## PENSION FUND DISCUSSION

### FELLOW MEMBERS:

In discussions of the Coop’s pension fund, a voice that has been conspicuously lacking is that of someone whose pension is under discussion.

“Pension funds,” as a cause, has sounded pretty abstract. Well, here I am, a 64-year-old bookkeeping coordinator to whom the pension fund seems less abstract every day. This fund represents my immediate future.

With his proposal, Mr. Hessney is treating my future as an interesting experiment: “Let’s see what happens when we change this variable.” I object to his proposal, which proposes a parallel, separate, and very concentrated power structure to replace an existing structure that has worked pretty well for a long time, and that has recently been reconfigured, by the people who created it, to meet current realities in a robust and adaptive manner. In a *Gazette* article, Mr. Hessney described these changes as “an end run around the General Meeting and the membership,” as if there were competing goals here. In fact, everyone wants the pension fund to serve as a resilient support for retired staff members—yes?

I reject the idea that five

Coop members selected by Mr. Hessney will be able to provide the best oversight on my retirement, or will safeguard my private information—social security number, birth date, salary—better than a plan administrator or trustee selected by the General Coordinators. I ask you to vote No on Mr. Hessney’s proposal.

*Kathy Hieatt*

## UPCOMING PENSION VOTE

### DEAR COOP MEMBERS,

There is an important vote coming up at the January 31 General Meeting, and as a long-time member of the paid staff I’m asking you to attend this meeting and vote against the creation of a Pension Oversight Committee as proposed by member Jonathan Hessney.

For years General Coordinator Joe Holtz and one other Coop member have successfully run our employee pension plan. Within the last few months, Hessney—a Coop member for less than two years—decided our pension plan process should have greater membership oversight and discussed this idea at a General Meeting. Many members at that meeting agreed with Hessney’s idea of more oversight. As a result, the General Coordinators drafted a sensible proposal to create a Pension Oversight Committee and shared it with Hessney in the spirit of collaboration and cooperation.

Hessney hijacked this document, amended it to fit his personal agenda, and submitted it to the Agenda Committee for a vote at the January 31 General Meeting. I believe that the changes Hessney has made to the proposal are dangerous.

One area where Hessney has made changes is the “Requirements to Join the Pension Oversight Committee.” When creating the proposal the General Coordinators suggested that Coop members interested in joining this new oversight committee should have a “minimum three years relevant experience in Pension Fund Management, Institutional Investment Advising or as a Chartered Financial Advisor (CFA) or similarly credentialed professional.” Hessney’s version has changed this to a “minimum three years relevant professional experience or educational experience in investment management,

corporate finance, or pension management.” This means that a Coop member just out of college, with zero professional experience, could qualify for this committee, a committee that will be charged with management oversight of the Coop’s money and the pension of every staff member. No, thank you.

The real kicker is the change Hessney proposes that gives this committee the power to fire the plan’s trustees with no cause and without a vote at the General Meeting:

In the case where the Committee feels its advice is not being heeded, or the Trustees and Administrator are not meeting their obligations as laid out in this document and/or the documented responsibilities of their respective roles as Trustees and Administrator, the Committee may hold a vote of no confidence in one or multiple trustees of the fund or in the plan administrator to remove them from their position. In the event of the removal of a trustee or administrator, the committee will then recommend new trustee(s) and/or an administrator for election at the next possible GM and no later than 3 months following the vote of no confidence. If the vote of no confidence leaves the plan without a trustee and/or administrator, the committee will appoint an interim trustee and/or administrator until permanent replacements can be elected.

If you find these changes as alarming as I do, please attend the January 31 General Meeting and vote against this misguided proposal.

*Sincerely,*  
*Karen Mancuso*  
*Membership Coordinator*

## PENSION PLAN PROPOSAL FOR 1/31 GENERAL MEETING

### HELLO:

I continue to strongly support Jonathan’s initiatives for the Food Coop’s pension plan, to ensure long-term solvency for this critical employment benefit offered to the Coop’s full-time staff.

Formal measures will be outlined at the January 31 General Meeting. I strongly encourage everyone reading this to attend, as the proposed changes are critical to ensure the pension enjoys a cushion to achieve its long term objectives.

Measures to be outlined should ensure (i) more robust oversight and (ii) more prudent investing strategies—both of which are strongly needed.

There has been amazing progress made since the August 30, 2016, General Meeting, when I first heard Jonathan speak to the membership. Joe Holtz made a very good level of disclosure on plan investments and the methodology for certain inputs on the Coop’s audited financial statements (e.g., Expected Return on Plan Assets). His willingness to disclose should be applauded.

Unfortunately the trustees abruptly appointing Dan Wiener (independent advisor) as investment manager, and re-allocating the pension’s funds to Wiener’s management, without first putting to a full membership vote smacks of the type of unilateral—and harmful—actions taken in years past.

At very least, Dan Wiener should be willing to come to a General Meeting to explain his investment background, strategy for the Coop’s pension assets and any potential conflicts of interest with his acting as manager. We need real change, not backward steps.

*Sincerely,*  
*Ben Millard, CFA*  
*Senior Credit Strategist*  
*FTN Financial*

## MY CONCERN ABOUT JONATHAN HESSNEY’S PROPOSAL, REGARDING THE PENSION PLAN

### TO MY FELLOW MEMBERS,

I am a new coordinator, and although I have not served the Coop in this capacity for long, I hope to do so for many years to come. I am writing to express my concern about Jonathan Hessney’s proposal regarding the pension plan.

Beyond the immediate trustees and administrators of the pension plan acting in their official roles, the specific opinions of coordinators at large have gone mostly unspoken. Though we are all members with a voice and a vote, coordinators often refrain from weighing in on debates in an attempt to respect our position as instruments of the will

CONTINUED ON PAGE 14

## LETTERS TO THE EDITOR

CONTINUED FROM PAGE 13

of the Coop. Many of us recognize that for some members it may be difficult to separate a coordinator acting in their official capacity and a coordinator acting as an individual member with their own interests and commitments. I firmly believe that it is possible for a coordinator to act separately and in good faith in both roles.

In addition to being a question of democratic governance within the Coop, the pension plan is also an issue of labor rights. I believe it is within the Coop's values to give its employees a voice in the decisions that will most directly impact their future. I also believe that all members have a right to have a voice in the functioning of the Coop. I don't believe Jonathan's proposal as it stands adequately accomplishes either of these goals.

*In cooperation and solidarity,*  
Kirk Mitchell

## ACRIMONY AND PARANOIA SURROUNDING PENSION FUND DEBATE

### DEAR FELLOW MEMBERS,

I've been following the developments surrounding the pension fund and its management for some time now, primarily because of the peculiar level of acrimony and paranoia that have characterized some of this conversation. I wish to object to this tone. Jonathan Hessney's assessment of the current process—as one of secrecy and nebulous inten-

tions—seems to imply that staff are conspiring against their own material interests and those of the Coop that they serve. This argument, and the whole manner in which discussion on this issue has been conducted, needlessly presumes bad faith.

Staff pensions are a benefit we provide to our hard-working staff. It makes sense that they should play a significant role in how the means for their own retirement is managed, and if staff members have concerns about Hessney's proposal, we should listen to them. Plans to redirect governance and discussion on such matters away from the general assembly and into a separate committee composed almost entirely of non-staff members seems to lessen rather than strengthen the Coop's commitment to democratic decision making and mutual work through trust and cooperation.

*Anne Pasek*

## PENSION PLAN HELLO,

While I am glad that the investment side of the Pension Plan has switched to a more widely diversified mutual fund investment strategy, I still have concerns about the management of the plan. Specifically the ability of a representative group of Coop members to have real oversight into the Plan and its investments.

We are all Coop Members and we all own the plan. Things like investment objectives should be transparent.

*Thank you,*  
Stewart Pravda

## PENSION PLAN SUBMISSION LETTER

### MEMBERS,

As members of the Coop we are indebted to the Coop employees for ensuring our food is sustainably sourced, organic when possible, and safe. It follows that we have an obligation to help them by making sure they have proper pension plans. When the news came out that their plans were solely made up of eight risky, thinly traded biotech stocks, those who invest money, those who work with retirement plans and pretty much anyone who follows financial news, were stunned by the negligence, some would say arrogance of these investments. Some members signed on to help organize a plan to fix it.

During my last few shifts I asked employees what they thought about these revelations. One worker said she was not worried because she trusts Joe. Another said that the Coop would cover any losses to the plans, so they would all be fine. It was clear they did not want to talk to me about their finances and what they know about investing and I totally get it. But as members we must ensure they are protected with cautious, financially educated people who can administer proper retirement plans. We must also make sure the Coop does not suffer any more losses.

Since the murky investments were discovered and made public, the trustees have been forced into choosing a less risky and more tra-

ditional investment strategy. But they seem to be oddly secretive about these plans. For example, after insisting the prior strategy was sound, they changed the investment strategy and the investment advisor without any discussion. They simply announced the changes after the fact.

The proposal in the latest *Gazette* will be voted on at the January 31 GM. The trustees have pushed back against standard oversight and want Coop members limited to an advisory role only. This means there will be no authority or tools to directly push back against the trustees. The members who wrote the new proposal have based it upon a framework proposed by the trustees while adding provisions to maintain independence. Proper committee oversight is a safety net for the Coop's employees. It is also standard practice to have this type of oversight. A committee of members with financial backgrounds needs to be involved in overseeing all investments and strategies so the Coop has a secure future.

Please attend the January 31st meeting. As members we receive credit for a shift, just sign up in advance on the Coop's website. I'm sure there will be questions about the massive shoplifting caper at the meeting—it's all anyone is talking about, but this vote is as important, if not more for preventing losses. The Coop would still be invested in eight biotech stocks if a few observant, financially experienced members had not done independent research. Vote for this oversight committee. It is the most transparent and ethical way to protect the employees and our Coop.

*Marjorie Reiss*

community in action. For the past 43 years we have entrusted leadership to Joe Holtz. In that time we have gone from an upstairs room to being three brownstones wide (that we purchased), our membership has grown in tremendous numbers (with full orientations to date), and we have an international reputation. Start-up Coops have come to learn from us, and we have loaned them money so they can exist. Are we perfect? No, because there's no such thing, but what we're doing is working. It has helped us thrive and be a leader as a cooperative model.

The Coop is filled with so many people with so many backgrounds and with so many specialties. I think we are at our best when we're utilizing the talents of our members. There is no shortage of talents, however, so I think it's important to find the best people for the job. The General Coordinators ("GCs") have gone above and beyond to address an issue brought forth by one member, which is a testament to how every person's voice counts. Even though the pension was ebbing and flowing in the way it was set up, it was working without issue. Is it perfect? Probably not, but it didn't alarm any of the 80+ staff who received continual updates on its progress and who are directly affected by its success or failure. The remarkable thing is none of us wanted to form an oversight committee for our pension plan, because there is trust that the people running it have the health of our Coop in mind and are also directly affected should it not be successful.

I am also fortunate to have a background in HR working for normal corporate America, and in my professional opinion, there is nothing broken here. There's always room for improvement in life, but what Jonathan Hessney is proposing is perfect evidence that he is new to this community and hasn't fully grasped what it is or who we are. The GCs have offered to form an oversight pension committee in response to his request, but if we do this shouldn't we then utilize the best of the best? His proposal purposefully allows anyone who has been a member for very short time or has taken the equivalent of one college level course to be eligible so that he qualifies. It also takes the power away from the General Meeting, which is the

## 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.

### SUN, JAN 22

4 p.m. BPL Chamber Player: The Cassatt Quartet Muneke Otani and Jennifer Leshnower, violins Ah Ling Neu, viola; Elizabeth Anderson, cello at the Dr. S. Stevan Dweck Center for Contemporary Culture Central Library, Grand Army Plaza Brooklyn. Admission free.

8 p.m. Lindsey Wilson & the Reckoning; Ren Anton & Dilson Hernandez 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](http://peoplesvoicecafe.org).

718-666-3049 RSVP appreciated [rsvp@powerhousearena.com](mailto:rsvp@powerhousearena.com).

### SAT, FEB 11

8 p.m. Rod MacDonald 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](http://peoplesvoicecafe.org).



### SAT, FEB 4

10 a.m.-3 p.m. 12th Annual Seeds Celebration & Swap at the Old Stone House & Washington Park (Fifth Ave. & Third St.). Free.

### TUE, FEB 7

7 p.m. Cookbook launch: A Meatloaf in Every Oven by Frank Bruni & Jennifer Steinhauer at The Powerhouse 28 Adams Street, Brooklyn, 11201. For info call



## LETTERS TO THE EDITOR

heart of this community. As a staff person directly affected by this decision and a lover of this community, I request that you please vote NO on Jonathan Hessney's proposal at the January 31 General Meeting.

Thank you for reading,

Jacquelyn Scaduto  
Current Membership Coordinator  
Former Receiving Coordinator

## PENSION PROCESS

HI,

Greetings; To all ears that hear and to all guts that listen, I realize that wording is like attitude; is attitude. It's everything.

Regarding the pension proposal and Jonathan Hessney's proposed plan that I have only digested bits and pieces of, it seems to me that the transparency is in those unaffected directly (kind of like having nothing to lose), having say over other people's future.

My years at the Coop have not been long, in comparison, but, like many with years of discriminatory arrows being shot at them, being under attack in a supposedly safe environment removes the "safe." I don't know the ins and outs of this process, but the pension is a HOMELESS-NESS-STOPPER, for me.

Those not directly affected by the loss of the pension fund should not be sole beneficiaries of the clay-molding.

There's no place else that I would be able to draw a pension from.

So many times, I hear peo-

ple ranting about how the government, under this "name," is robbing people or doing some other unfair/unjust practice that is a result of the doers being economically, socially, geographically, mentally, and physically removed from those they "make" the decisions "about" ("for," in their minds), because it does "not" affect the decision-makers. This is what I'm reading into this proposed plan.

How is it, that people who espouse theories of cooperative economics can so easily show allergies to the "PRACTICE"? How does one supplant greed for development?

Slowly but surely the greed begins to erode the fabric of the Coop. Integrity is in there somewhere. And though I am not an early stitch, or even a visible stitch making up this fabric, I am a stitch in it, to stay.

Pension is like the theory of marriage. Till death do we part. I LOVE THIS JOB!

I vote no to the Russian roulette. I'm Marc, a staff member who tirelessly serves the members, and my feet could probably say more, but asked my hands to relay some of it. Any member that votes to give power of the pension fund to non-staff "exclusively," puts a razor against our throats, applies pressure and moves diagonally.

Living to die, is working for/ with a pension.

Marc Thompson  
Park Slope Food Coop  
Staff Member

## UPCOMING PENSION VOTE: WORTHWHILE PROPOSAL—OR HOSTILE TAKEOVER?

## MEMBERS,

I have been on staff at the PSFC since 1987. The Coop has been the only place I wanted to work. This is partly because of how well the membership takes care of its employees, providing benefits that workers everywhere should have. One of those benefits is our pension.

Over the past few months, Jonathan Hessney and other members have brought up issues about how our pension is managed. Many of these issues were heard by the General Coordinators and responded to appropriately. The General Coordinators also attempted to work with Jonathan to craft a joint proposal for changes in how the pension was looked after, particularly seeking to involve more members in the process and to have more transparency. Unfortunately, Jonathan has changed what could have been a worthwhile proposal into what feels like a hostile takeover.

According to the Coop's bylaws, the General Coordinators are its chief financial stewards, a job they have done quite successfully over the decades. We have trusted the

Coop to them, with good reason. I have trusted my pension and my future to them.

I am particularly concerned about the proposed committee to be put in charge of our pension plan. It could be made up of members with little experience either as Coop members or as investment managers. I am concerned about who these people would be and how much of my private information would be available to them. I am extremely concerned about this committee

having the power to dismiss Coordinators administering the pension from this role, with no say by the staff or the General Meeting. This is a true "end run" around the General Meeting, the Coop's bylaws, the Personnel Committee, the staff affected, and the history and culture of the Coop.

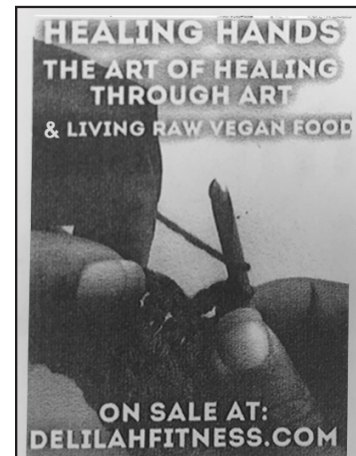
This ill-conceived proposal is up for a vote at the January 31 General Meeting. Please come.

Ellen Weinstat  
PSFC Membership Coordinator

## 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.



## Crossword Answers

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

## HOUSING AVAILABLE

Kensington Apartment for Rent. No fee, includes gas, heat & hot water. Bright, parquet floors, smoke free home, 900 sq ft, near Prospect Park, tennis, FGQB trains, Windsor Terrace Food Coop. Top floor of townhome, stainless stove, renovated kitchen with original tile. \$2,200 per mo. Call Jay 718-809-3545.

Sunny Bedroom w/ private bath in spacious Park Slope Apt LR/DR/EIK/ many closets/ laundry in basement. Two resident cats. Seeking quiet considerate woman to share w/ 2 other women. Non-smokers only \$920/month includes utilities. Avail. Jan 15 or Feb 1. Email CGBLAYER@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.

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.

PUT THOSE AFFAIRS IN ORDER! Do you need advice about Wills? Powers of Attorney? Health Care Proxies? Beneficiary Designations? Probate issues? ESTATE/PROBATE LAWYER w/over 30 yrs experience. Reasonable rates. CAROL ADAMS 347-232-0799 or CAdamslawyer@gmail.com.

## VACATION RENTALS

White Mtns, NH Retreat. Gorgeous home on 28 secluded acres. 10 miles from Cannon Mountain ski area. Explore New England dining/antiques, or stay cozy to watch snow fall. Enjoy wood-burning stove, steam room. Sleeps up to 8. Email for more info, photos. \$1000/week. RetreatNH@gmail.com.



## ★ 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 and 20 lbs, a few may weigh up to 50 lbs.

### PARM SQUAD

Thursday, Friday, Saturday, Sunday,  
Various times

This shift requires extensive training with a member of the paid staff, and therefore requires a six-month commitment. You must have good attendance to join this squad and must be a member for at least six months. As a member of the PARM Squad, you'll prepare designated cheeses for sale. You should be fit enough to cooperate with other members to lift 90 lbs. (a wheel of parmesan). Involves also cutting hard cheese, moving in and out of the cooler. All members of the squad must follow the hygiene and safety guidelines as stipulated in the Food Processing manual. Please provide your e-mail address to be added to the shift-swapping contact list. Interested members must speak to Britt before joining this squad: [britt\\_henriksson@psfc.coop](mailto:britt_henriksson@psfc.coop).

### BATHROOM CLEANING Tuesday, 12 to 2:00 p.m.

Work with a partner to deep clean the Coop's bathrooms. Tasks include scrubbing floor tiles, cleaning toilets, mopping floors and stocking the bathrooms. You will work with only natural cleaning products. This job is perfect for members who like to clean and are conscientious about doing a thorough job.

### SCHEDULE COPYING Tuesday, 6 to 8:45 p.m.

You will work with another member copying committee schedules from originals provided using the Risograph machine. (Risograph is a high-speed digital printing system; it combines scanning and high-speed printing.) You should be able to troubleshoot problems with the printer. A six-month commitment is required for this shift.

### VISITOR LOG DATA ENTRY Tuesday, 7:30 to 10:15 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 File-maker 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](mailto:camille_scuria@psfc.coop).

### TERRACYCLE COLLECTION Second Wednesday of the month, 3:30 to 6:30 p.m. Fourth Saturday of the month, 1:30 to 4:30 p.m.

The TerraCycle Collection is expanding, and we need your help! If these shift times do not work for you to become a squad member, we still want to hear from you, as we are very interested in adding new collection times. Dedicated FTOP workers are also welcome—if you can be on a shift more times than not, we would definitely welcome you on shifts as much as you can schedule with us. Shifts are very stable, 12 shifts per year, no moving around the calendar based on work week A, B, C, or D. Shifts are set for a particular day/time of the month and do not change. Enjoy working your shift with like-minded environmentally conscious Coop members, members you work with and members who drop off their recyclables. This shift is a very feel-good shift, knowing you are making a difference and helping members to make a difference in improving our environment. The shift tends to go quickly as the collection is well-received by members, and we tend to be busy throughout the shift. For most of the year, the collections are held outside and shift workers enjoy fresh air. You will get your hands dirty—not unlike work on other shifts. We have gloves available and you can go in periodically to wash your hands in the bathroom. There will be a few shifts where weather may be of concern. We have a policy to address hot, rainy, or frigid weather with consideration to workers' comfort. More details are available if interested. The work of the shift does require a fair amount of standing and some light lifting. At the end of each shift we carry or cart the boxes to the UPS store on Flatbush and Seventh Aves. If interested, contact Cynthia Pennycooke in the Membership Office: 718-622-0560. Inquiries can be sent to [rosenyny@gmail.com](mailto:rosenyny@gmail.com). For more information about TerraCycle, visit [terracycle.com](http://terracycle.com).

## 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](mailto: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](mailto: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.

## 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.

