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Volume LL, Number 3

February 16, 2017



PHOTO BY ROD MORRISON

The proposal to establish an oversight committee failed 152 to 472.

The January GM: Are Pensions The New BDS?

By Gayle Forman

A proposal to create a pension oversight committee dominated the contentious and often chaotic January 31 GM as more than 600 members filled the auditorium at the St. Francis Xavier School to participate in the latest chapter in an ongoing saga over the transparency and viability of the Coop's Defined Benefit Pension Plan. The plan to increase pension oversight did not pass.

The tone of the evening was set straightaway by the abundance of paperwork greeting members as they filed in. An original proposal of the committee, as listed on the agenda, an updated version of the proposal and a third sheet highlighting the differences were all on the table by the door. Meanwhile, staffers handed out a one-page statement summarizing their opposition, signed by nearly all of the full-time coordinators, and provided a more detailed pamphlet, further expanding on opposition to the current proposal, and providing a more detailed financial picture, including an eight-year snapshot of the plan's performance, showing the plan rebounding in 2016 to more than \$7.5 million.

"How Did We Get Here?"

Controversy has swirled over the Coop's pension—a fully funded (i.e. no employee contribution) retirement plan that was established in 1993 and which many staff members count on as one of their key benefits—since last summer when member Jonathan Hessney attended the June GM and noticed the financial statements showed large losses in the pension fund. "I was very curious how that came about," Hessney said in his introductory remarks at the January GM. "So I looked into it with public filings, department of labor and saw that the pension fund had lost over three million dollars over the past two years. And it wasn't really clearly disclosed in the financial statements."

Hessney presented his findings at the August GM, and later brought a proposal to form what was then a finance committee to the October GM. The pension was further investigated in a series of articles in the *Linewaiters' Gazette* (See October 13, 2016, and December 8, 2016, issues), which explored some of the concerns that had troubled Hessney: the fund had been managed by the same two co-trustees for more than 20 years: General Coordinator Joe Holtz and Coop member,

investor George Haywood. The fund was invested in a narrow basket of seven stocks, a potentially risky strategy. Performance since the 2008 economic crisis had been uneven.

"No pension fund should be invested in high risk speculative stocks," said member Mark Gurvis, who spent 32 years managing nonprofits, and presented the proposal alongside Hessney, Carl Arnold, and Rob Dieterich. "Current practices were putting employee benefits at risk."

Other issues with the investments were more philosophical. Arnold pointed out that two of the stocks violated the Coop's own mission statement. "One [company] was making GMOs, another involved in fossil and nuclear fuels," said Arnold. "How did we get here?"

Changes Made, But Not Enough

In response to the members' concerns, Haywood and the coordinators instituted a series of sweeping changes to the management of the fund. At the November GM, General Coordinator Ann Herpel announced Haywood's future resignation and plans for Coop member Dan Wiener,

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Year End Inventory: The Day Everyone and Everything Counts!

By Taigi Smith

It's about 5:05 p.m. on January 29 and a small crowd has gathered outside the doors of the Park Slope Food Coop. These members have shown up on a Sunday evening to shop, but the doors are locked because in just a few minutes, the PSFC's annual Year End Inventory will begin. Inside the Coop, panicked shoppers are rushing to fill their carts because someone has just announced over the loudspeaker that the cash registers will shut down at 5:15 p.m.

"It's Year End Inventory,"

says Receiving Coordinator Lisa Hidem as she counts loaves of bread with focused intensity. She's holding a clipboard and pencil and her face tells me that YE inventory at the PSFC is serious business. "We have to count everything in the store," says Lisa. "The auditors are coming tomorrow morning at 5 a.m. to check our numbers," and one can safely assume that when the auditors show up, the PSFC's numbers have got to be right. A few seconds later, Everton Hendricks walks over

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PHOTO BY LISA COHEN

Jamie Harkrider is doing a make-up. "I got the fun aisle!"

Next General Meeting on February 28

The General Meeting of the Park Slope Food Coop is held on the last Tuesday of each month. The February General Meeting will be on Tuesday, February 28, 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 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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January GM

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founder and CEO of Adviser Investments, LLC, to take over as the plan's investment manager. Holtz would remain in his position as plan trustee but would relinquish his role as Plan Administrator to General Coordinator Lisa Moore.

The plan's portfolio would be converted into cash and under Wiener's management would be re-invested in more conservative, less speculative investments that adhered to the Coop's investment policy. Additionally there would be enhanced and more transparent reporting of the plan's performance.

The pension oversight committee was really the only item on the night's agenda and though the 90 minutes allocated for discussion had been moved to the top of the agenda, as the meeting went on, a sense of urgency overtook the room.

Some members felt more oversight was needed. In early January Hessney presented his proposal for the pension oversight committee to be voted on at the January GM. The proposal, the result of much back and forth with general coordinators (if not, the staff), called for a five-member committee to oversee the performance of the pension and report back to the GM. The proposal stipulated that committee members would have at least two years of membership, be in good standing with attendance, and that at least two of the members would have a minimum of three years relevant professional experience.

Unlike previous iterations of the proposal, which had given the committee more control over investments along with the ability to fire trustees, the updated proposal left all investment decisions to the trustees. "I think this is now truly an oversight committee," said Dieterich. "It has no special powers. We don't want oversight committee to have veto power. It now has to come to the GM," adding that as a governing body the GM was "problematic at times but it's how the Coop does things."

Whistleblowers Versus Staff

Questions and concerns abounded. Member Jennifer Washburn was alarmed about the potential for conflict of interest in coordinators and



General Meeting presenters and responders: top from left, Jonathan Hessney, Rob Dieterich, Carl Arnold. Bottom, Sukey Tamarkin, Jessica Robinson and Brandi Harper.

PHOTOS BY ROD MORRISON

members managing the Coop's fund and suggested a completely independent entity to handle the investments. Member Edward Kelly wondered why the committee called for only two members to have any background in finance. While Eric McClure countered that sometimes "expertise leads to group think and deferral to industry opinion." Member Sylvia Lowenthal pointedly asked Holtz: "What skills do you have to evaluate the portfolio? Did you add anything to what the trustee told you to do? People should understand you were in real jeopardy and so was the whole Coop. You just don't know it."

Staff members, on the other hand, opposed many aspects of the proposal and seemed to bristle at how little they'd been consulted over an issue that impacted them more directly than it did the membership at large. "I'd like it clarified how many people were talked to on staff and why was the outreach done only last week?" asked long-time member and now staffer Mary Gerety, referring to an 11th hour meeting with some staff members that took place the Thursday before the GM.

Hessney responded that he had attempted to communicate with staff but suggested he had been put off by General Coordinators with whom he said he'd been "trying to engage with mixed success, since August. There have been times when we have gotten no response a month or two at a time." He noted how committee planning meetings had been published widely, along with a contact email address. "I guess we could've done better engaging directly with the

staff. But we haven't been trying to exclude the staff."

General Coordinator Jessica Robinson, calling for a point of information, rebutted Hessney's suggestion that the general coordinators blocked his access to staff. "There were upwards of twenty hours of general coordinator time spent with Jonathan, crafting the proposal," Robinson said. "Each time we met we told him there were staff concerns." Hessney offered to attend one of two weekly meetings, but Robinson said those meetings were devoted to matters of Coop operations. Instead, Robinson said, general coordinators offered to forward an email to the staff or distribute a letter to their mailboxes. Robinson says between the third and fourth meetings, she asked Hessney to keep talking with the staff about the possible changes.

A Middle Ground?

Amid the contentiousness were several sincere entreaties to offer advice or find a common ground. Sukey Tamarkin shared the advice of her father, a professor emeritus of business and finance who recommended moving the pension to an index fund, which would require less oversight.

Given the Coop's bulging membership and given that the management that has guided it for the past thirty years is going to eventually turn over, member Martha Rose said that she thought the Coop would benefit from the introduction of several more committees, to take some of the load off the paid staff's shoulders.

Believing that the two sides were closer than they thought,

Gazette editor Erik Lewis proposed a mandate pushing them to find a compromise. "Most of the criticism of how the pension fund was invested have been adopted in the new reformed pension plan," he said. But more staff input was critical, he added, emphasizing a key point that seemed to have gotten lost in the debate: That the stakes were different for members, who might see higher prices if the Coop had to bail out a failing pension, than it was for staffers. "It's their livelihoods."

In one of the most generous exchanges of the night, new staffer Brandi Harper praised the Coop as "the happiest place in my life," and extolled its "glorious diversity where we can come together from all walks of life." She contrasted this diversity to the all-male, all white group of men proposing the new committee (and tasked with hiring committee members) and suggested that any committee impacting the diverse Coop staff should reflect them, too.

Clock Ticking, Tempers Fraying

Though the oversight committee was the only item on the night's agenda (beside open forum, committee and coordinator reports), and though the 90 minutes allocated for discussion had been moved to the top of the agenda, as the meeting went on, a sense of urgency overtook the room. The proceedings were interrupted several times—for clarifications of Robert's Rules, for admonitions by committee chair Imani Q'ryn that members limit their remarks—and was further delayed by a late motion to table the proposal

until more staff members could speak to it. This required another extended pause as the vote for the motion was counted. That proposal to delay the vote did not pass.

As time for the discussion ran out, the room grew warmer and tempers grew hotter. Frustrated members shouted over one another and at times, even attempted to physically restrain speakers, an atmosphere that suggested a Coop membership sharply divided on this sleeper hot-button issue.

Only in the end, perhaps not. After the fireworks, came the vote. The proposal for the oversight committee failed, decidedly, with 152 yes and 472 no.

The Relief of Coordinator Reports

While the votes were tallied, the committee and coordinator reports offered a welcome respite from the evening's drama. Mike Eakin presented a financial report, showing the Coop's weekly sales to be above \$1 million, a five percent increase over last year, and reiterated our margin (the amount of each dollar of sales the Coop keeps) was 17 cents, compared to industry standards of 35 or up, a savings, he said, that amounted to \$1000 per member per year.

Joe Szladek opened his report with a much-needed quip. "It's good to see all one point five million of you here today," he said in a sly nod to the president's crowd-inflating tendencies. He reported on increased price savings from the Coop's joining of National Cooperative of Grocers, including cheaper grass-fed ground beef and good deals on beer, which elicited a round of cheers (perhaps because by that point in the evening, many people, including this reporter, could've used one).

And in perhaps the best illustration of the Coop's enormous sales, he said that he'd learned that the PSFC's amount of food sold was higher than the nearby Whole Foods, even though Whole Foods had eight times the selling space.

Later, one coordinator said technically Whole Foods sales numbers are higher because their prices are higher.

"We do tremendous sales in a small space. It provides complex problems that all of you help us solve," he said. "The staff is integral to that. I want to appreciate them," said Szladek.

On that point, at least, everyone seemed to agree. ■

Inventory

CONTINUED FROM PAGE 1

to the bread aisle wearing an infectious smile. "I'm just looking to make sure everything is being done," Everton tells me. Unlike Lisa, he looks relaxed and it seems to be taking the entire evening in stride. "He's not staff," Lisa quips. And with a laugh, Everton says, "I enjoy not being paid." Seconds later, Lisa goes back to counting loaves of bread while eagerly awaiting a receiving crew who will arrive at 6 p.m. and help her.



Matt Reese is working the OJ.

Over in the cheese area, the cheese-buyer Yuri Weber is counting hunks of cheese with unusual ease. "We have 40 dif-

ferent types of cheese all the time," he says adding that YE Inventory is vital to the PSFC's year-end financial statement. "I try to get an accurate representation of what the Coop has on hand," says Yuri. He tells me that by the end of the night, he will have counted every piece of cheese in the PSFC. "We give these numbers to the auditors and they report the numbers to the IRS. This YE inventory is tax related," Yuri adds, while estimating that our Coop sells millions of dollars of cheese annually, with members spending about \$2,500 on New York State White Cheddar each week alone, which is around five hundred pounds of the stuff.

*A coordinator says:
"Our goal is to get the most accurate inventory of what we have on hand. We're counting every lollipop, toothbrush."*

Jamie Harkrider showed up for inventory clutching a hot decaf coconut latte from Konditori. "My shift was Christmas Day, so I'm doing a make-up," she says while counting coffeemakers and cocktail shakers. "I got the fun aisle. There's a cute guy who shows up at my shift, but I don't where he is," Jamie adds. And it's a shame, because she looks amazing in her feathered fedora and riding boots, and that cute guy, whoever he is, should be here to see her.

Elinoar Astrinsky, one of the coordinators working on the YE inventory, was doling out assignments to eager members all night long. "There have been times when YE inventory was on Super Bowl Sunday. That created a big problem," says Elinoar who still remembers the numerous times people failed to show up on the night of the big game. "Buyers participate. Receivers participate," and it certainly seems that tonight, all hands are on deck. "The 6 o'clock receiving crew came in at 3:30pm to help and most of the buyers came in." Most buyers don't work on Sunday, so tonight, says Elinoar, "We feed them nice food. It's once a year."

"It takes a few weeks to prepare for YE inventory. All labels must be up and correct. I basically get people to walk around and literally read each label. We look for torn labels, missing labels," says Elinoar. "They also do scanning checks to make sure scanners scan items correctly. They put things in rows so it's easier to count. It's important to get it right," says Elinoar. "Our goal is to get the most accurate inventory of what we have on hand. We're counting every lollipop, toothbrush. We're counting everything that's here at the moment. We even count some supplies, like lids for the



PHOTOS BY LISA COHEN

Stephanie Gilman, A Week Inventory, is counting all the cookbooks.

cream cheese." One can't help but notice how enthusiastic Elinoar seems to about all of this. She's smiling, chatty, and focused all at once. "I totally love this. I get to work with all the members," and then she greets a couple who walks through the door ready and willing to help out. "That's my power couple. They're really good. I recognize them," says Elinoar, and within minutes, she's distracted again. This time it's a giggly young couple

who refuse to be separated. "They're in love," says Elinoar as the giggly couple stands there smiling. It turns out he's late for his shift and she's doing a make-up. Eric and Miranda proclaim themselves cousins and best friends and with that, Elinoar sends the eager cousins off to count soy drinks and soda. "We're excited, we're very excited," the cousins say, and then they're off. Another couple. Another clipboard. Another assignment. ■

Sudoku

Sudoku is a puzzle. You are presented with a 9x9 grid of squares, and that grid is divided into 3x3 zones.

You solve the puzzle by filling the empty squares with single-digit numbers so that every zone, column and row uses each of the numbers from 1 to 9.

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

Puzzle author: Abdul Powell. For answers, see page 12.

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

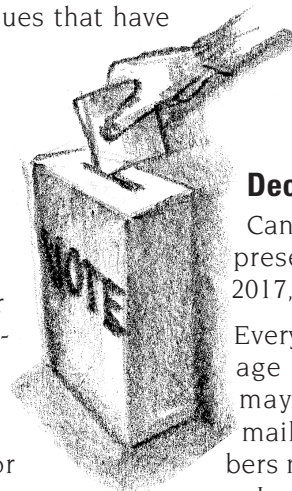
If you wish to place your name into nomination, you must declare your candidacy by submitting a statement of up to 750 words to: gazettesubmissions@psfc.coop.

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.



A. Friend Needs Kidney

By Hayley Gorenberg

New York State ranks 50th—or as some morbidly say, “dead last”—in the country in percentage of eligible residents who have registered to donate organs, and at least one of the Coop’s long time members, Alan Friend, is a current victim of the state’s organ donation crisis. A well-known local folk musician and retired public school teacher, Alan has managed diabetes since his teenage years—so well that he actually received a medal from the Joslin Diabetes Center in Boston for 50 years surviving Type 1 diabetes with no complications. Now Alan needs a kidney.

Six months ago, when the toxins in his body climbed too high, Alan went on peritoneal dialysis at home. He and his wife, Rosalie, moved a “cyclor” machine into the bedroom of their house on 5th Street. For nine hours each day, Alan attaches three bags of fluid to a surgically implanted abdominal catheter, and the cyclor pumps cleansing fluid in and out of him to clean toxins by osmosis through his tissues. He’s tethered by about ten feet of tubing, and at the end of each nine-hour session, extra fluid “dwells” in his body for the day. “I’m confronted with this

received a letter in the mail from “A. Friend.” “My roommate thought that was corny, and I said, ‘He can’t help that it’s his name!’” A good omen followed: he drove to visit her on West End Avenue and actually found a parking space: “Unheard of!”

They moved to Park Slope in 1971, when “Brooklyn was a place with your dullerest relatives and a bunch of disorderly characters,” said Rosalie. “*The Times* was writing about Park Slope as a sort of arty place that was integrated and very affordable. It was a poverty area. It was redlined.” The couple couldn’t get a mortgage, borrowed money from relatives to buy their house in 1974, and testified in a probe challenging banks redlining in Brooklyn.

Decades of teaching and folk music leadership and Coop membership followed—as well as their daughter, Julia, now in her thirties and at work repairing instruments in New Haven. Alan grew into the folk and old-time music scene in the borough and the city, performing on banjo, concertina and later on fiddle with bands and folk jams. He balanced his health needs with meticulous attention to diet and carefully calculated injections of insulin, and continued to teach chemistry and other

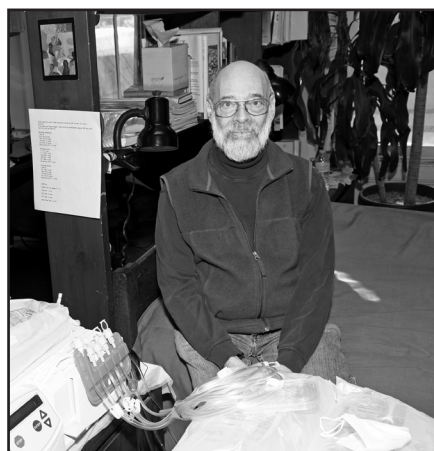


PHOTO BY KEVIN RYAN



PHOTO BY KEVIN RYAN

Alan Friend and dialysis machine.

donorreg@health.ny.gov. New Yorkers can enroll as donors by:

1. Signing up at the Department of Motor Vehicles office when applying for or renewing a driver’s license or non-driver ID.
2. Enrolling online with a New York driver’s license or non-driver ID card by creating a MyDMV account on the New York State DMV website.
3. Downloading an online form from the New York State Department of Health’s Donate Life Registry website, completing and signing it, and mailing it in.
4. When registering at the Board of Elections, completing and signing the page “Register to donate your organs and tissues” of the voter registration form. That page of the form will be forwarded to the NYS Department of Health for enrollment in the Donate Life Registry.

Reforms to increase organ donation have been floated, including changes to law so that organ and tissue donation would occur routinely at death unless one elects otherwise. The U.S. Department of Health and Human Services has reported that approximately 95 percent of Americans supported organ donation in 2012, and that about 60 percent of those who hadn’t registered were willing to do so. Some experts suggest an “opt-out” norm would shift conversations in tragic times from raising donation as

an extra question, to rather acknowledging that most people want to donate, and asking whether there’s any reason the deceased would have wanted to decline—resulting in more donations and lives saved.

The government registry allows a directed donation to an individual by name, but does not permit restricting a donation on the basis of age, gender, race or ethnicity.

A Brooklyn-based charity, however, formed a decade ago to increase organ donation by appealing to living donors to spare a kidney for another person through personal appeals—and Alan has signed on. Renewal originated with Orthodox rabbinical leadership and has arranged about 370 transplants, mostly from Jewish people to other Jews—though it accepts donors and recipients of all backgrounds, according to Executive Director Rabbi Josh Sturm.

Rabbi Sturm calls the organization a grassroots effort that addresses misconceptions about kidney donation and prompts altruistic gifts of a kidney. Rabbi Sturm points out that living donations to strangers generally happen within some sort of a community, whether Jewish, or among veterans or through

networking amongst fire departments when a first responder needs a transplant. He has consulted with other community circles, including working with a black transplant surgeon trying to grow a network of living donors within African-American communities.

Strum did identify one category that Renewal turns away: anyone who offers money. “The first time it’s a warning. The second time they are dropped from the list.” Renewal doesn’t charge for services at all and does not accept money before a transplant. After transplant a donation is not required, though it is appreciated.

Renewal works with hospitals that have cleared recipients such as Alan, psychologically and otherwise, to help ensure that the transplanted will be well-tended.

“It’s certainly a precious gift, and if not properly cared for, the kidney will not last. It will die,” Sturm pointed out.

Renewal then helps people in need to reach out and, essentially, market themselves through social media, outreach, or contacting the PSFC Gazette. Email campaigns, engaging people beyond the immediate circle of the individual in need, have been most successful, according to Rabbi Sturm. He pointed out that the hopeful recipient works hard,

Alan Friend, loving father and husband, has enriched the lives of countless people by leading music jams and giving concerts, workshops and music lessons

He now needs your help. Alan is in desperate need of a KIDNEY DONOR blood type O

TO LEARN HOW YOU CAN SAVE HIS LIFE, OR FOR MORE INFORMATION ABOUT KIDNEY DONATION, CONTACT Renewal 718.431.9831 Ext.209 \\\ or email R8182@renewal.org

Alan is in dire need. He has joined roughly 10,000 New Yorkers on waiting lists for organs.

every day,” said Alan. “There are no vacations from it. And I do not like it!”

Alan and Rosalie, herself a longtime educator, met through the folk music group Pinewoods Club. Rosalie had spied him at a music party she attended, and she later hosted a party and hoped he would attend. “I made a big fuss when he got to the door,” she said. “I had seen him play so I was very excited when he came to my house!” The party ran late into the night, and a little while later, Rosalie

sciences in public schools for two decades before going into computer programming, training and support.

And now Alan is in dire need. He has joined roughly 10,000 New Yorkers on waiting lists for organs. Agencies point out that a single cadaver donor can save up to eight lives with heart, lungs, liver, kidneys, pancreas and intestines, and a tissue donor (corneas, bone, skin, heart valves, tendons, veins, etc.) can improve a dozen or more lives, restoring eyesight, helping fight infections in burn patients and preventing disability.

The New York State Organ and Tissue Donor Registry provides information for callers at 1-866-NYDONOR (1-866-693-6667) or via email:

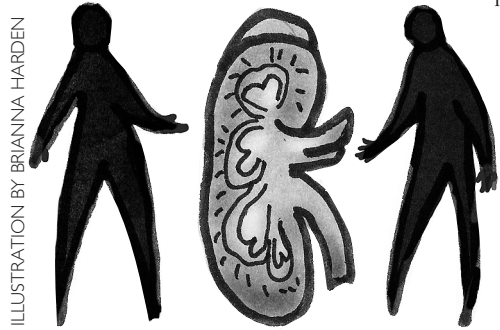


ILLUSTRATION BY BRIANNA HARDEN

ILLUSTRATION BY BRIANNA HARDEN

with Renewal's guidance, to find a donor. "What we really excel at is getting that donor to the finish line," he said. Renewal smooths hospital assessment to minimize waiting for blood tests and other inconveniences, seeking "red carpet treatment" for donors, whom Sturm opined should be treated as "heroes." He accompanies the donor on the day of the transplant. "We become kind of like a family, which is a really beautiful and touching thing," he said. "I can't think of a better way to spend my day than in the hospital during a transplant. I walk away inspired by the donor's family. We all realize the impact that kidney transplantation has on the person receiving the kidney. What we sometimes don't realize is the impact on the donor and his family." Sturm said the majority of donor-recipient pairs meet after surgery, generally because the recipient would like to give thanks. "It's unbelievable to watch the emotions when they meet for the first time!"

Government registries appreciate Renewal's services, because each transplant the

group facilitates reduces waiting lists. "They definitely like us, because we take the numbers down. We are seen as complements to each other. We kinda do our thing, and they kinda do their thing."

In Alan's case, Renewal advised him to get the word out at the Food Coop. Of Alan, Sturm remarked, "He's a man of many talents. He's a retired educator, which is something we hold very important. Our teachers are often underappreciated. He's a musician, which I found very cool. We want him to go on creating. We want him to go on and help society."

Alan Friend's Renewal page on Facebook can be found here: <https://www.facebook.com/renewalnews/photos/pb.225592597457351.-2207520000.1486406005./1607042312645699/?type=3&theater>

To contact Renewal about donating to Alan or working with Renewal, email r8182@renewal.org for more info on how to help: <https://www.health.ny.gov/professionals/patients/donation/organ/>. ■



ILLUSTRATION BY BRIANNA HARDEN

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)

COORDINATORS' CORNER

Pension Oversight: Appreciation and Next Steps

By the General Coordinators

One amazing aspect of our Coop is that any member can raise an issue and have it heard by many other members. The ongoing Coop-wide discussion about the employees' Defined Benefit Pension Plan is a powerful example of this. As the Coop's chief administrators, the General Coordinators wish to acknowledge and appreciate the concern, time and attention so many members have given to this issue since August.

Over the past months, members and staff have expressed concerns and opinions about the pension both loudly and clearly. In response to concerns aired at General Meetings in August and October 2016, and through the *Linewaiters' Gazette* since early September, the Pension

Trustees and the GCs initiated several voluntary responsive changes in the way the pension is being managed (reported in detail in the Dec 22, 2016 issue of the *Linewaiters' Gazette*).

Although the proposed pension oversight committee was voted down at the January 31 General Meeting—in part due to strong staff opposition to several aspects of the proposal as presented at the meeting—the staff continues to support member participation in and greater transparency of the Coop's Defined Benefit Pension Plan in the form of a member committee with:

- regular access to the Trustees
- regular access to information documenting pension performance
- a mandate to inform and

educate the membership about pension management and performance through regular reporting

- a mandate to bring any unresolved issues of concern about the pension plan to the membership via the *Linewaiters' Gazette* and the General Meeting

Over the coming months the staff will continue actively working to craft a proposal that has broad staff support and honors the concerns raised by members. As soon as possible a motion will be submitted to the GM for consideration by the membership.

We hope to sustain participation and interest in this issue as it moves toward the desired goals of member involvement and transparency. Our Coop thrives when members take an active interest. ■

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.

LINEWAITERS' GAZETTE

The *Linewaiters' Gazette* is published biweekly by the Park Slope Food Coop, Inc., 782 Union Street, Brooklyn, New York 11215, 718-622-0560. Opinions expressed here may be solely the views of the writer. The *Gazette* will not knowingly publish articles that are racist, sexist or otherwise discriminatory.

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

SUBMISSION GUIDELINES

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

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

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

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

You may submit on paper, typed or very legibly handwritten, or via e-mail to GazetteSubmissions@psfc.coop or on disk.

Letters: Maximum 500 words.

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

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

LETTERS, ARTICLES AND REPORTS SUBMISSION POLICIES

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

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

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

All submissions must be legible, intelligible, civil, well and concisely written with accurate, attributed, easily verifiable statements of facts separated from opinions.

Letter and article writers are limited to one letter or article per issue.

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

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

FAIRNESS, ANONYMITY AND RESPECT POLICIES

In order to provide fair, comprehensive, factual coverage:

Fairness

1. The *Gazette* will not publish hearsay—that is, allegations not based on the author's first-hand observation.
2. Nor will we publish accusations that are unnecessary, not specific or are not substantiated by factual assertions. The *Gazette* will not publish gratuitous personalization. That is, no unnecessary naming of Coop members in polemical letters and articles. Writers must address ideas not persons.
3. Submissions that make substantive accusations against specific individuals, necessary to make the point of the submission and within the Fairness, Anonymity and Respect policies will be given to those persons to enable them to write a response, and both submissions and response will be published simultaneously. This means that the original submission may not appear until the issue after the one for which it was submitted.

Anonymity

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

Respect

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

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

Friday, March 17, 8:00 p.m.

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



PROSPECT CONCERTS



Flying Home returns for their annual PSFC Swing Dance, performing the music of the Benny Goodman Sextet and other classics from the Swing Era! Get ready to dance the night away

with John Mettam (drums), Mike McGinnis (clarinet), Brian Drye (trombone), Sean Moran (guitar), Tom Beckham (vibraphone), Jim Whitney (bass), Toby Williams (vocals), plus special guests.

www.facebook.com/ProspectConcerts

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

RETURN POLICY



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

REQUIRED FOR ANY RETURN

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

CAN I EXCHANGE MY ITEM?

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

CAN I RETURN MY ITEM?

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

NEVER
RETURNABLE

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

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

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

RETURNABLE

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

This Issue Prepared By:

Coordinating Editors: Erik Lewis

Joan Minieri

Editor (development): Wally Konrad

Tom Moore

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Heloisa Zero

Yi Zhang

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Puzzle Master: Abdul Powell

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.

Lindsay Anastasio	Eleanor Butler	Ellen Finney	Nasrin Jean-Baptiste	Carl Lundeholm	Megan Pozielli	Michael Stein
Marie-Laurence	Rodrigo Canedo-	Amelie Garin-Davet	Jay Kang	Kate Lynch	Lisanne Pueschel	Katherine Striano
Archambault	Gattegno	Nicole Gilbert	Julia Kariniemi	Laura Malecky	Viki Rasmussen	Melissa Swafford
Bart Babinski	Ty Clevenger	Nernemsaa Golding	Nicolas Kariniemi	Anna Margit	Mark Remigio	Anastasia Tuazon
Maria Baerga	Charles Cohen	Victor Gonzalez	Eli Kessler	Jenna Martinez	Kaitlin Roh	Jakob Max Uecker
Tara Baltazar	Elad Cohen	Benjamin Groh	Robert Kim	Andrew McCardle	Michael Rom	Sol Vilera Ramos
Allison Behringer	Francisco Correa-	Sabrina Harris	Naoko Kimura	Porsche McCoy	Katherine Rothschild	Abigail Walters
Rae Bindell	Cordero	Jan Heinemann	Elza Lambers	Tracy McCoy	Bryan Saliamonas	Jack Wang
Maria Blanco-Torres	Gisa Dang	Rita Heinemann	Naim Larach Khamis	Shon Morris	Aditi Shetty	Zach Wingate
Eetu Blomquist	Simon Dang	Shana Hitt	Caroline Laroche	Srinivas Nambirajan	Hannah Slavitt	Alexander Wynn
Silja Blomquist	Ted Day	Christine Hofmann	Mikayla Lattimore	Naomi Nissen	Beth Slepian	Meng Xie
David Blore	Marc Debrosse	Valetin Hofmann	Shao Wen Liang	Arthur Pate	Lloyd Smith	Marika Yip-Bannicq
William Brady	Stephanie Debrosses	Justine Horton	Yi-Chun Liu	Sophia Patrick	Susan Spiller	Jeanette York
Amanda Brown	Melissa Denchak	Stephen Hurst	Emma Loewe	Heather Peterson	Betsy Steed	Sarah Zarrin
Kevin Burns	Tracy Eisenberg	Roselle Ignacio	Elena Lopez	Alexandra Pinel	Ariel Stein	

COOP CALENDAR

New Member Orientations

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

Have questions about Orientation? Please visit www.foodcoop.com and look at the "Join the Coop" page for answers to frequently asked questions.

The Coop on the Internet

www.foodcoop.com

The Coop on Cable TV

Inside the Park Slope Food Coop

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

General Meeting Info

TUE, FEBRUARY 28

GENERAL MEETING: 7:00 p.m.

TUE, MARCH 7

AGENDA SUBMISSIONS: 7:30 p.m.

Submissions will be considered for the March 28 General Meeting.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:

March 2 issue: 12:00 p.m., Mon, February 20
March 16 issue: 12:00 p.m., Mon, March 6

CLASSIFIED ADS DEADLINE:

March 2 issue: 7:00 p.m., Wed, February 22
March 16 issue: 7:00 p.m., Wed, March 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 and at every General Meeting.

Next Meeting: Tuesday, February 28, 7:00 p.m.

The General Meeting is held on the last Tuesday of each month.

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 and at General Meetings. Instructions and helpful information on how to submit an item appear on the submission form. The Agenda Committee meets on the first Tuesday of each month to plan the agenda for the GM held on the last Tuesday of the month. If you have a question, please call Ann Herpel at the Coop.

Meeting Format

Warm Up (7:00 p.m.) • Submit Open Forum items • Explore meeting literature

Open Forum (7:15 p.m.) Open Forum is a time for members to bring brief items to the General Meeting. If an item is more than brief, it can be submitted to the Agenda Committee as an item for a future GM.

Reports (7:30 p.m.) • Financial Report • Coordinators' Report • Committee Reports

Agenda (8:00 p.m.) The agenda is posted on foodcoop.com and may also appear elsewhere in this issue.

Wrap Up (9:30-9:45) • Meeting evaluation • Board of Directors vote • Announcements, etc.

Attend a GM and Receive Work Credit

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

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

• Advance Sign-up required:

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

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

• Two GM attendance credits per year:

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

• Squads eligible for credit:

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

• Attend the entire GM:

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

• Signing in at the Meeting:

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

• Being Absent from the GM:

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

Park Slope Food Coop Mission Statement

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

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

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

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

We welcome all who respect these values.

park slope
FOOD COOP

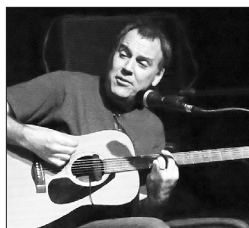
calendar of events

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 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.

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.

feb 28
tue 7 pm

PSFC FEB 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: Agenda Committee Election (10 minutes)

Election: One candidate for the Agenda Committee will be presented to the General Meeting for election. —submitted by the Agenda Committee

Item 2: Hearing Officer Committee Election (20 minutes)

Election: At least two candidates for the Hearing Officer Committee will be presented to the General Meeting for election. Hearing Officer committee members work on an FTOP basis when needed and serve a 3-year term.

—submitted by Hearing Officer Committee

Item 3: Endorse the 2017 People's Climate March (60 minutes)

Discussion:

I. We propose that the Park Slope Food Coop:

1. Endorse the 2017 Peoples Climate March on April 29 in Washington, DC.
2. Send an official representative to the Food & Agriculture Hub of the PCM and serve as a liaison from the hub to the PSFC.

II. We propose that the Park Slope Food Coop:

1. Provide material support with a \$10,000 contribution to the Peoples Climate March-New York organizing committee to expand outreach and participation.
2. Advance additional funds (about \$1500/bus x 3=\$4500) to rent 3 buses (perhaps more according to interest by members) going from the Coop to Washington, DC on the (early) morning of April 29, and returning at night, thus facilitating the participation of members of the PSFC in the march. Members may be asked to pay to recover the cost of the bus rentals.
3. Create banners and/or posters for PSFC members to use during the march.

Initial outlay of funds would be \$14,500 but \$4500 would be recovered through member payment for bus tickets; ultimately the Coop would contribute a total of \$10,000 as a sponsor of the 2017 Peoples Climate March.

—submitted by Mimi Bluestone and Nancy Romer

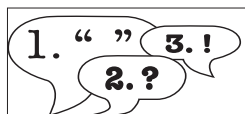
V. Board of Directors Meeting

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.

mar 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 March General Meeting will be held on Tuesday, March 28, 7 p.m., at St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.

mar 17
fri 8 pm

Flying Home



Flying Home returns for their annual PSFC Swing Dance, performing the music of the Benny Goodman Sextet and other classics from the Swing Era! Get



ready to dance the night away with **John Mettam** (drums), **Mike McGinnis** (clarinet), **Brian Drye** (trombone), **Sean Moran** (guitar), **Tom Beckham** (vibraphone), **Jim Whitney** (bass), **Toby Williams** (vocals), plus special guests. **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.**

mar 18
sat 5 pm

Coop Kids' Variety Show



Event takes place at Old First Church, Carroll St. & Seventh Ave. Performers in alphabetical order: Ollie Bailey, Sam Bailey, Remi Costas, Finley Dreyer, Rufus Fein, Tilly Fein, Olivia Hay-Rubin, Penelope Hinchey, Ikhari Hinds, Eli Jort, Anita-Mae Kahan, Sofia Kanson-Robertson, Antonia King, Kaspar Clay-Youman, Abigail Tsion Konigsberg, Leia Aura Konigsberg, Sophia Kyriakou, Maia Levin, Naomi Levy, Laetitia Li, Ajaya Aisha McClure, Ronan Meils, Evan Miksis, Jordan Nass-deMause, Sasha O'Malley, Elan Rabiner, Julian Raheb, Mira Shaklan, Ruby Waters, Tristan Williams, Julian Asa Wortis. Refreshments for sale. Nonmembers welcome.

Event takes place at Old First Church, Carroll St. & Seventh Ave. Admission: \$12 adults; \$7 seniors; \$7 kids 12-18; free kids under 12.

mar 28
tue 7 pm

PSFC MAR General Meeting



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

Meeting location: St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.

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

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

MEMBER SUBMISSION

Aisle 4A....Vitamins + More... Improvements Galore! (Draft 1)

By Antonio Mondesire

Year 2017 moving fast like a caffeinated express train. "Interesting" mileposts ahead.

Talking about interesting.....look closely at our "vitamins aisle your Aisle 4A.... We are excited to promote it. Observe the dynamic evolution of improvements right before your eyes.

Vitamins, supplements, oils, powders, extracts, liquid power foods...and more—world class and selected with consciousness, care—with optimal health in mind. Compare our selections—in this one aisle—with any top-notch health food store on the proverbial "avenue". You'll see—immediately—

that we are in sync with industry standards at our excellent Coop prices.

Thanks to the leadership of Coordinator Jessa Fisher, the continual improvements are a labor of dedication and eye for detail that require us all to enthusiastically pay close attention.

For example:

The "new" Alphabetized Product List of every item and category with 99 corresponding column / row addresses—as in x/y coordinates. This addition was added to help us—the frazzled / dazzled member—to locate products fast and efficiently without memorizing these locations.

"Key to the Vitamin Aisle Floor Plan Chart" is the

source of this complementary alphabetized address list. This table of columns / rows contains the 99 "cells" or location of all aisle 4A products on a chart. This table—actually a spreadsheet—is the foundation of how aisle 4A is organized...top to bottom / end to end and on the side for column I opposite the yogurt case.

Inspiration for "Alphabetized Product Locator" came from organized efficiency of Bulk aisle 2B guides. Note that Bulk aisle 2B guides—located opposite weighing scale next to the corn nuts—provide categories of bulk items with corresponding bin numbers on one guide and bulk items with PLU numbers on another.

Bulk Headmaster Ron Zisa—was consulted in a think tank scenario—to journey the path of aisle organization as a dynamic living process that evolves with the Coop.

Currently located at the beginning of aisle 4A, the Alphabetized Locator List hangs on a string opposite the tissues /toilet paper of aisle 4B. Please check it out and give us your feedback!

And, it gets better. As mentioned, we are excited to promote Aisle 4A's evolution—with you and I in mind. We encourage you to peruse, notice and marvel at the ongoing acquisition of new products, improvements in organization and maintenance of high standards

consistent with the food supplement industry.

Here are some examples of new developments:

Product location and information label on each row and general location on shelf with the width of the column location. For example; the width of location A4 will contain several varieties, types and brands of Vitamin C, which will be indicated specifically by these locator labels.

Frames and wooden display racks for aromatherapy grade essential oils and herbal extracts / tinctures.

Continual improved variety of protein powers on the top shelf locations of B2-> E2

We have some plans for Spring 2017, so stay posted! ■

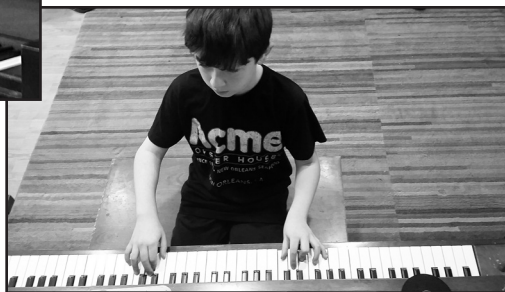
FUN COMMITTEE REPORT

Coop Kids' Variety Show Auditions

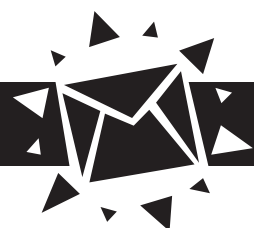
Photos by Daliene Majors

Coop members ages 4-18 auditioned on Sunday, January 15 and Saturday, January 28 to be in the upcoming Variety Show.

Polished acts were not required for the audition. Performance date is Saturday, March 18. Show time is 5 p.m. at the Old First Church, Carroll St. and Seventh Ave. Admission: \$12 adults; \$7 seniors; \$7 kids 12-18; free kids under 12. ■



LETTERS TO THE EDITOR



RESPONSE TO SUGGESTION IN GAZETTE THAT WE ADOPT "COMRADE" AS ADDRESS...

GREETINGS PHRENS,

I would like to take issue with Benedicte Charpentier's suggestion that we replace the gender-normative addresses "sir" and "ma'am" with the allegedly Marxist term "comrade." Anybody who is even casually conversant in Karl Marx's writings would know that he specifically rejected the use of "comrade" to refer to fellow members of the impending socialist revolution. In the third chapter his self-published collection of writings entitled "Das Geheimnisse Ist Für Mich Nicht Gemüse." Marx states, "ich spreche immer mit meine lederhosen allein, aber nie komrade an die hauptbanhoffreinigungputzenhausen," which indicates a clear preference for non-gender hierarchal forms of addressing one's peers. I myself have been experimenting with the term "phren," which bears some homophonic similarities to "friend," but shortens it to maintain an aura of unfamiliarity, while leaving open the possibility of future comradeship.

Sincerely,
Robert Berkman

ARTICLE REGARDING STEALING

GOOD EVENING,

I am writing about something I read in the *Gazette* a few weeks ago, in December I believe. There was a box with a short message on the bottom right hand of the page about two PSFC members having been arrested for stealing. I think this is a very important piece of information for PSFC members to know. I was surprised it was so little in size and length, I almost didn't even see it and skipped to the next page. This type of information should be communicated to the members in a way that matched the importance of the content. I think it should have had a headline and placed somewhere on the page where it was visible.

Thank you,
Sara Bouzas

ON PROPER GOVERNANCE

HELLO FELLOW COOP MEMBERS,

A few years ago I tried to put together a GM proposal for an appropriate oversight of the coordinators. The idea was to create an audit committee, there will be responsible for financial matters above those reported, manages, and controlled by the coordinators, a.k.a. management.

Back then the coordinators rejected the proposed idea, as it would mean that they lose some control. However now it appears that this matter has come to fester, and rear its ugly head in the form of the pension program question, and perhaps questions about other financial areas, too.

I say this to the general coordinators: you will protect yourself with the extra oversight—on pension, on financial reporting, on operations. It's a folly for you to resist because it is viewed by the membership as if you have something to hide.

Cooperatively,
Yigal Rechtman

DEAR MEMBERSHIP,

As of this writing, according to The New York Times, "a replacement health care law was not likely to be ready until either the end of this year or in 2018." It appears that Republican politicians are worried about a political backlash if they simply take action to dismantle the ACA. This is good news for those who hope that voicing your opinion to both your own elected representatives and those outside your home state has an effect.

The run up to the present situation is this, and the news is not good. Last month, President Trump signed an executive order to begin unwinding the Affordable Care Act. (Remember that "Obamacare" equals the ACA, which in turn expands and supports a separate program, Medicaid.) It gave the Department of Health and Human Services the authority to ease unwarranted economic and regulatory burdens from the existing law.

The executive order directs federal agencies to move decisively to implement changes, including granting flexibility that insurers and states had long implored the Obama administration to provide.

It also instructs them to work to create a system that

allows the sale of health insurance across state lines, which Republicans have long proposed as the centerpiece of an alternative to the law.

Federal agencies now have wide latitude to change, delay or waive provisions of the law that are deemed overly costly for insurers, drug makers, doctors, patients or states.

It could result in a substantial weakening of one of its central features: the so-called "individual mandate" that requires most Americans to have health insurance or pay a tax penalty.

Ironically enough, President Trump's Executive Order has triggered a significant wave of enrollments to the ACA. How this will affect the Republican administration's feelings about repeal is yet to be determined.

If you would like to join the struggle to improve, instead of replace or repeal the ACA, I have found a local group that operates through NYC Councilman Brad Lander. #GetOrganizedBK meets at Beth Elohim Synagogue on Eighth Avenue and Garfield Place in Brooklyn, NY on Monday nights at 6:30 p.m. #GetOrganizedBK is a an umbrella group that is resisting many Trump policies, of which Medicaid repeal is only one.

The ACA has many deserved critics. Health care is not comprehensive, it remains complicated to choose providers, and it is not easily affordable for those who are mandated to enroll even when only slightly above the poverty line. But let's not throw the baby out with the bathwater. 20 million more people have health insurance today: it has made these Americans more financially secure as they are now protected from catastrophic health shocks, are entitled to insurance despite pre-existing health conditions like cancer, and health plans are now required to cover services like maternity care and drug addiction. Please work to strengthen it, rather than let it be repealed.

Jesse T. Rosenfeld

A GLITCH IN THE SYSTEM

MEMBERS,

At our January 31 General Meeting, it was great to see the room full of engaged Coop members!! I wish all GM's had that kind of attendance—it

would be a little more reflective of our actual numbers and more reflective of what actual democratic participation in our Coop might look like.

At the meeting, a couple of members spoke of their concern about proposals on the SodaStream boycott issue never having been voted on at all. This is not "just"(!) about SodaStream—it has become an issue about our Coop and how it works. As one of the General Coordinators responded, "we can't find a venue large enough willing to handle this volatile issue".

Okay, so now what? A proposal was submitted to the Agenda Committee a year ago about precisely this. If there's no venue large enough, we should let the full membership vote in the annual June mailing that the Coop sends out. There would be little extra cost incurred, and the issue can be democratically resolved.

That proposal never got out of the Agenda Committee. Probably because there's no venue large enough to actually have a discussion about it.

You begin to see the problem.

If there are that many members interested in a pending issue, how can it be resolved OTHER than with a mail-in vote??

Suggestions, please!! How can we, as a Coop, resolve the problem of something being of such intense interest and controversy getting handled democratically? It won't go away unless we find a way to address it.

Thanks for any helpful suggestions!
Carol Wald

BDS AND COOP GOODS

MEMBERS:

In December 2016, the United Nations Security Council rejected settlement building by Israel. Settlements are a "flagrant violation of international law." Israel has occupied Palestinian land in the West Bank and East Jerusalem for 50 years. Since President Trump took office in January, Israel has announced plans for some 6,000 new housing units for settlers in the occupied West Bank including more than 500 in occupied East Jerusalem. https://www.nytimes.com/2017/02/01/world/middleeast/israel-3000-homes-west-bank.html?_r=0

It is noteworthy that President Trump's Ambassador to Israel, David Friedman, is a major fundraiser for Israeli settlements via his charity, American Friends of Beit El Yeshiva Center, raising about \$2 million a year mostly going to the Beit El settlement near Ramallah. Likewise, when Jared Kushner, son-in-law and advisor on Middle East and Israel to President Trump, was director of the Kushner Family Foundation, the group sent nearly \$60,000 to West Bank settlements between 2011 and 2013.

https://electronicintifada.net/blogs/charlotte-silver/palestinians-sue-trump-adviser-netanyahu-terrorism?utm_source=EI+readers&utm_campaign=40bc3deaf5-RSS_EMAIL_CAMPAIGN&utm_medium=email&utm_term=0_e802a7602d-40bc3deaf5-290674325.

Palestinian land has been and is steadily being confiscated to build settlements. 400,000+ illegal Israelis live in the settlements in the West Bank including East Jerusalem. These latest announcements represent a major acceleration of new settlement construction. We, as Coop members can show our support for Palestinians and international law by boycotting Israeli products sold by the Coop. Boycotting is an act of resistance in the Trump era.

The Israeli products sold by the Coop include: SodaStream (a seltzer maker), Sabra Hummus, Ground Paprika, Masada Mineral Salts, Elyon Marshmallows, Osem Israeli Couscous, Born Free Baby Products, Yehuda Matzos, Edward & Sons Breadcrumbs, Varied Produce (Red and Yellow Peppers, Persimmons). Remember to read labels and boycott Israeli products.

Mary Buchwald
PSFC members for bds
<https://psfcbds.wordpress.com>

Editor's Comment: We'd like to point out that Sabra is a U.S. made product.

BDS AND COOP DEMOCRACY

TO THE MEMBERS:

The Member Submission, "More Democracy Please! Trump, Israeli Occupation, and Yes, the Coop," (February

CONTINUED ON PAGE 12

COMMUNITY CALENDAR

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

SAT, FEB 18

8 p.m. Steve Suffet 70th birthday celebration 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.

FEB, 18-19

The New York Sword Dance Festival. Free performances of mystical longsword dancing and lightening-fast rapper sword. Park Slope venues: Park Slope Library (Saturday 1 p.m.), Brooklyn Conservatory of Music (Sunday 12:30 p.m.) and Old First Reformed Church (Sunday 1 p.m.) halfmoonsword.org.

SAT, FEB 25

8 p.m. New Voices Night: Linnea Paton, Jonny Grave and Pamela Jean Alagoos 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.

9 a.m. to 5:30 p.m. BOOK SALE: Tens of thousands of new & used books, DVDs, CDs & records. Most items \$1 or \$2. Children Room! Park Slope United Methodist Church. 6th Avenue at 8th Street. For info about Thursday & Friday preview sales and how to donate books, visit parkslopeumc.org.

SUN, FEB 26

12:30 to 5:30 p.m. BOOK SALE Tens of thousands of new & used books, DVDs, CDs & records. Most items \$1 or \$2. Children's Room! Sunday Special: Buy five items at regular price, everything thereafter is \$1. Park Slope United Methodist Church, Sixth Ave. at Eighth St. More info at parkslopeumc.org.

SAT, MAR 4

8 p.m. NYC Labor Chorus 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.

SAT, MAR 11

8 p.m. Camela Widad and Alix Dobkin 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.



CLASSIFIEDS

BED & BREAKFAST

LARGE, SUNNY ROOM, private bath, queen bed in spacious townhouse with old-style charm and modern amenities. WiFi, smoke-free, no pets. Close to Q, B and 2, 3 trains. Call Margaret 718-622-2897. Leave message.

BROWNSTONE BROOKLYN BED AND BREAKFAST serving the coop community for 20 years. Victorian home on tree-lined Prospect Heights block has cable and free WiFi. Full breakfast provided in attractive smoke-free environment. Reasonable rates. Call David at 718-857-6066 or email david_whitbeck@yahoo.com.

HOUSING AVAILABLE

SUMMER BUNGALOW for sale, 1 hour from NYC by car or train. 2BR 2BA, renov. kitchen, large deck, lake: swim, boat, fish, tennis, volleyball, basketball, social activities. Intergenerational comm. Child friendly. \$99,000 + maintenance.

SERVICES AVAILABLE

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.

ALIGN WITH YOUR GOALS with MS Finance. Fin. coaching—reduce debt and save more. Marketing mix—increase client traffic. Project management—grow your biz, fine tune operations and drive profits. Mobile notary—have one when you need one. Near Grand Army Plaza. Free consultation. m: 347-723-4750. e: align@suzannemeadows.net.

DO YOU NEED HELP obtaining accommodations and services for students with learning, emotional or physical issues? Experienced civil rights attorney and school administrator with expertise in K-12 and higher education. Miriam A. Nunberg, Esq., Ed.M. StudentEquitySolutions.com, mnunberg@gmail.com or 718-490-4153.

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

SERVICES-HEALTH

ONENESS MEDITATION every Friday through Feb. 17, 6-8 p.m. at Arts On Site, 12 St. Marks Place, NYC, Room 3F are free. It is the quickest way to connect to your HIGHER SACRED SELF and feel the presence of something greater than the physical reality. The oneness meditation is the gift of sharing the power of GRACE.

THE PHENOMENON AND THE GIFT New York, March 4 and 5, Highline Stages, 441 W. 14 St., NY, NY. For tickets: all venues brightstarevents.com/featured/oneness. This course is created with the teachings and life-changing processes that lead to a life that flows with abundance, miracles, reduced conflict and joy.

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.

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.



Organic Cold Pressed Juices

Organic Superfood Smoothies
Organic Wraps & Salads

PS Coop members enjoy a 15% discount on all Bklyn Juice label beverages (show your card)
75A 5th Ave Brooklyn

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/package from most products sold at the Coop—food and non-food.

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

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

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

We continue to accept the following from all community members:

Pre-sort and separate according to the categories below.

Toothbrushes and toothpaste tubes (any brand/size)

Baby food pouches and caps (any brand)

Energy bar wrappers (any brand)

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

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

Cereal and cracker box liners (any brand)

Food residue and paper labels OK.
No shopping bags.

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

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

For more information about Terracycle, visit terracycle.com

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



★ EXCITING WORKSLOT OPPORTUNITIES ★

FILEMAKER ASSISTANCE
Flexible schedule

Looking for someone to help us think through the design and execution of some projects using FileMaker. We want hands-on help with setting up table relationships, creating scripts, formatting reports, working with portals and calculations, as well as help understanding security issues and the capabilities of FileMaker Server. You should be current with the latest version of FileMaker. Teach your FileMaker skills to a few Coop staff for shift credit. Qualified and interested members should e-mail Ken at ken_macdonald@psfc.coop with the subject line "FileMaker help."

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.

OFFICE SET-UP
Monday–Thursday, 6 to 8:30 a.m.

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

BATHROOM CLEANING
Monday, Tuesday, 12 to 2 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.

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. For more information about TerraCycle, visit terracycle.com.

LETTERS CONTINUED
FROM PAGE 10

2, 2017) continues the campaign by BDS supporters to boycott products from Israel whether or not they originate in the West Bank, and no matter what the cost to the Coop.

What is different is the insidious suggestion that Coop members who have been opposed to some or all of President Trump's policies, executive orders, and candidates for government positions ought to align themselves with the unyielding opposition to

Israel which is the bedrock of BDS. This is fallacious reasoning, though it is presented in the context of greater "Coop democracy."

We have every right to demonstrate opposition to Donald Trump's policies as Americans, just as we have every right to form our own views of whether or not to buy any product. However, we do not have to be gulled into believing that a condemnation of Israel or any of its products is one means of defying Mr. Trump or furthering democracy at the Coop.

Michael Rieman

Solution to this issue's sudoku puzzle

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

Interested in Engaging Coop Work?
Disciplinary Committee Seeks NEW Members

SKILLS NEEDED

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

OUR WORK INCLUDES

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

REQUIREMENTS

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

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

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

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

CONTACT

foodcoopdc@gmail.com Please make the subject line: Joining the DC

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



ILLUSTRATION BY ROD MORRISON