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## GAZETTE

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Volume MM, Number 23

November 22, 2018



ILLUSTRATION BY CATY BARTHOLOMEW

## October GM: Coop Operating Income Drops; Call for More Oversight to Disciplinary Decision Making

By Leila Darabi

At the October 20, 2018, General Meeting, Members discussed Coop financials, dispute-resolution procedures and oversight, and renewed the Coop's annual boycott on selling Coca-Cola products. Attendees also reelected Cynthia Payne and Michael Katzenellenbogen to the Agenda Committee.

### Financial Report

Thirty-six weeks into the

fiscal year, Coop expenses have exceeded sales by \$192,014—a more than \$200,000 swing from the same time last year when profits came in at \$32,501. General Coordinator Joe Holtz shared these figures during Coordinator reports.

A number of factors contributed to this drop, he reported, including a spike in expenses (\$6,979,622 as of October 7, 2018, compared to \$6,582,192 on October 8, 2017). There was also a

drop in the category “other income”—down roughly \$180,000. The latter drop reflects lowered vitamin prices at the Coop; a smaller refund from the National Cooperative Grocer, of which the Coop is a member; a roughly \$165,000 increase in payroll; and roughly \$200,000 in employee health expenses.

Holtz fielded some questions from the floor, and, among other clarifications, explained that the Coop has

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## Food Incubator Shutdown Strands Coop Suppliers

By Isaac Arnsdorf

A handful of local specialty products recently disappeared from the Coop's shelves because of the sudden shutdown of a distribution company that catered to Brooklyn food startups.

The distributor, Pilotworks, was sometimes described as “WeWork for chefs.” The founders received adoring profiles in Forbes and Fast

Company. They raised money from Blue Hill Chef Dan Barber and the founders of Sweetgreen and Seamless. Pilotworks was associated with a flourishing culture of local food entrepreneurship in Brooklyn, and the company plotted an ambitious expansion to Newark, Chicago, Dallas, Portland, and Providence.

Formerly called Foodworks,

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PHOTO BY CAROLINE MARDOK

Chitra Agrawai and her products from her brand Brooklyn Delhi on sale in Aisle 6 at the Food Coop.

### The November 27 General Meeting is Canceled

The Agenda Committee was unable to create an agenda for the November GM because of a shortage of submitted agenda items that were ready to be scheduled. Therefore, the November GM will not convene.

Due to a permanent change to the GM schedule approved at the January 2018 General Meeting, there is no longer a December General Meeting on the last Tuesday of the month.

The next regularly scheduled GM will be Tuesday, January 29, 2019. The next scheduled Agenda Committee Meeting is Tuesday, January 8, 2019. For more information about the GM and about Coop governance, please see the center of this issue or [foodcoop.com](http://foodcoop.com).

## Coop Event Highlights

### Thu, Dec 6 • Food Class:

Gluten-Free Holiday Baking 7:30 p.m.

### Fri, Dec 7 • Film Night:

Noah Wise 7:00 p.m.

### Tue, Dec 11 • Plow-to-Plate Film:

Under Contract 7:00 p.m.

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

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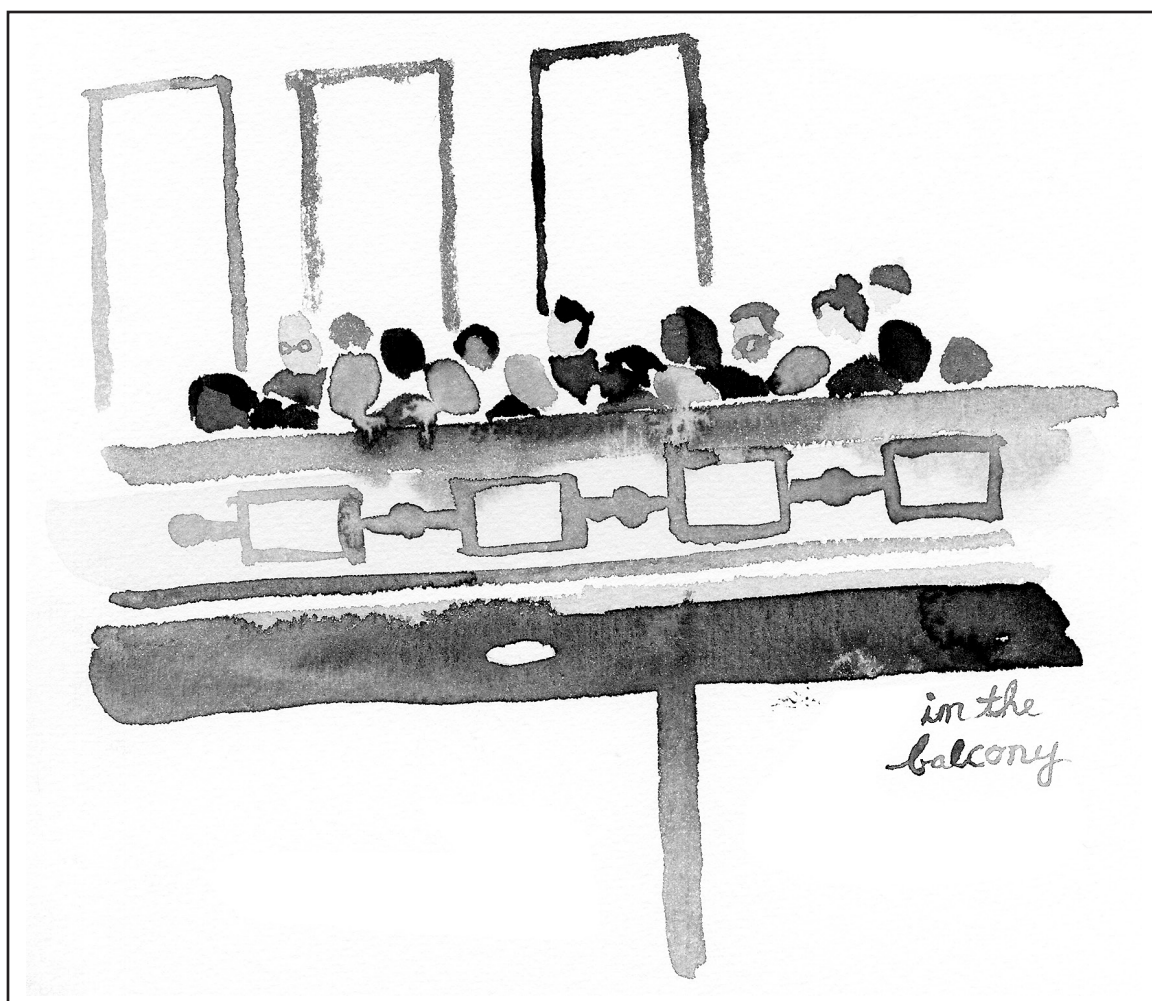
## October GM

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a self-funded insurance plan to cover staff and their families. This plan has saved the Coop money overall, he said, but can shift year to year. This year was a particularly expensive one for Coop employee health costs.

According to Holtz, while downward trends over several years would be cause for concern, the Coop's current assets remain strong at more than \$4.1 million. "The Coop has always strived to be a break-even business," he said.

Later in the meeting, Holtz was elected treasurer, a position vacated earlier this year by another General Coordinator. Holtz will hold the position in addition to his General Manager role. The treasurer title does not come with additional salary. Holtz and other General Coordinators fielded ques-



ILLUSTRATIONS BY CATY BARTHOLOMEW

sort of additional oversight mechanism is because of this one provision...there's a section called 'extremely uncooperative conduct' in which item four is 'violation of a Coop rule.'" She continued, "which made me nervous because I don't know all the Coop rules."

Later, General Coordinator Elinor Astrinsky reassured members not to worry about secret rules they might accidentally break.

Stephen Hubbell, a former member of the DRC, supported the proposed oversight committee, sharing that during his time reviewing complaints, "there were sometimes biases that crept into our conversations." Among those, he listed a tendency to believe the accuser and "a slight tendency to feel we had to do something, even if it was unclear the accuser was in the right."

### Anonymous Complaints

Sharon Eagle shared her frustrations: "When you go before this committee, the person that accused you is

with disciplinary decisions. As background on the need for such a committee, the item stated:

*Any judicial system requires checks and balances. As of now, there is no formal way to appeal or question the Dispute Resolution Committee's decisions or any way to file a formal grievance about their actions. The committee claims its decisions are final and cannot be appealed. They also claim the right to withhold evidence or even formally name accusers.*

### How Discipline at the Coop Works

During the discussion period, Liam Malanaphy, a lawyer and member of the Hearing Officer Committee, summarized the current Coop discipline process by walking meeting attendees through a rather complex flowchart available as a printed handout. "To begin," he said, "there's discipline at the Park Slope Food Coop. I had never heard of that before at essentially a grocery store, but we do have it."

As indicated by the shared handout, complaints made by members are first investigated by the Dispute Resolution Committee (DRC). That committee determines whether misconduct has occurred. The flowchart divides cases of misconduct into three categories: relatively minor, more serious, and most serious. For relatively minor misconduct, members may receive a warning. More serious misconduct could warrant up to an 18-month suspen-

sion, per the chart. Most serious misconduct cases could warrant more than an 18-month suspension.

In more serious misconduct cases, members may seek arbitration before the Hearing Officer Committee. In most serious misconduct cases, the member has a choice between arbitration or a hearing. If a member selects a hearing, that hearing takes place before the Hearing Officer Committee and a Deciding Group of randomly selected Coop members, which is the group that determines whether misconduct occurred.

*"Thirty-six weeks into the fiscal year, Coop expenses have exceeded sales by \$192,014 – a more than \$200,000 swing from the same time last year..."*

Not indicated on the chart, Malanaphy explained, is a new addition to the procedures that allows more members to request hearings in all cases of alleged misconduct. Previously hearings only took place for the most serious cases. In a follow-up email, Malanaphy clarified that: "The rule was changed to provide for a hearing or arbitration when a member is removed from their shift for misconduct. Previously, that sanction did not merit that process."

Daniel Weiss, a member of the DRC, shared his view,

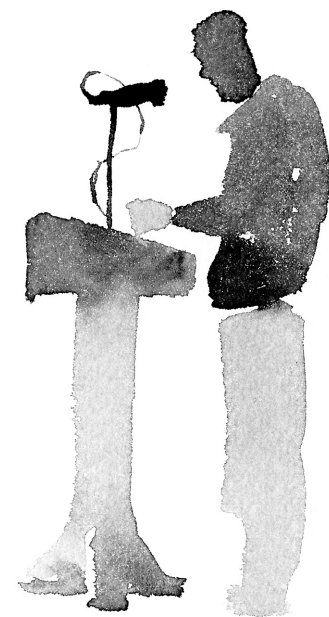
repeating that "the process is the appeal." "The DRC has a liaison that's a staff member that's embedded in our committee...it wouldn't be accurate to say that there isn't any oversight...Are there other committees that have oversight? Why would it be specific to the DRC?" [Staff note: The staff facilitates, rather than oversees, this process.]

### Are the Rules Fair?

In response to that question, Barbara who works in the Membership Office and on the Receiving Committee said: "Because you have the ability to affect people's membership and no other committee has the ability to take that away from people or punish them or rob their work credit from them."

Barbara shared her experience serving as a witness for someone going through the disciplinary process. "You don't get to find out who accused you or the details," she said. "You don't get to know the evidence or get a hearing, there's no discovery...." She described the process of coming before a hearing and facing a group of members, some of whom are lawyers, with no advocate on the side of the accused, as intimidating.

Rachel, a board member, spoke, sharing that the board had discussed the disciplinary procedures several months prior, following which she read them carefully. "The reason why I do think we do need some



anonymous, the people that interview you—or interrogate you—don't even have the actual written complaint. So that means anybody can accuse anybody of anything and submit it to the DRC. And the DRC doesn't even tell you the name or the exact nature."

In a follow-up conversation, she said one anonymous complaint against her had been dropped.

Michael, a member of the Hearing Administration Committee, pointed out that anonymity in submitting a complaint serves a purpose, citing examples including a woman being followed home by a member, and pointing out that stalking or harassment victims might not feel



tions on the topic and shared that they had consulted the Coop's outside CPA auditing firm before proposing that Holtz, who now regularly helps prepare financial reports, fill the role.

### Understanding the Coop Discipline Process

As most members know, a new topic must be submitted as a discussion item before a new proposal is introduced. At the October 30 meeting, Receiving Squad Leader Malcolm Armstrong introduced the topic of "Dispute Resolution Committee Oversight" for discussion to refine a proposal that might then be introduced for debate and a vote at a future meeting.

The agenda item—allotted 45 minutes on the schedule, in anticipation of a lengthy discussion—proposed a new Oversight Committee to serve as an appeal process for those unsatisfied





safe to report if the process were not anonymous.

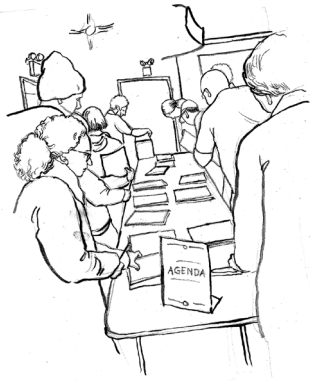
David Moss of the Chair Committee pointed out that this is the sixth meeting of the year where issues related to the discipline process have consumed large portions of meeting time. "It's too much!" he said, pointing out that "these hearings are really expensive," citing the amount of workshift time that goes into organizing them.

Jesse Rosenfeld, Secretary for the meeting, responded that "It's hard to prove a negative." He added, and "when things are very opaque, it's hard to prove that this isn't happening."

### One Man's Campaign

At the meeting, Armstrong said that he had heard of people being treated unfairly. When asked by email for more details, he wrote: "I was inspired [to introduce the discussion topic] because of another case of someone who was disciplined before he had a chance to defend himself. When he did offer witnesses (including myself) the DRC responded that it didn't matter and the decision was final."

Reginald Ferguson, whose case has been covered in past issues, contacted the *Gazette* and confirmed that his is



ILLUSTRATIONS BY CATY BARTHOLOMEW

the case to which Armstrong referred. As reported in the March 15, 2018 *Gazette*, Ferguson put forth a proposal to allow members who receive a workslot adjustment or demotion—as in his case when he was informed that he could no longer serve as a squad leader—to request a hearing. The proposal passed a vote at the February General Meeting earlier this year and is the same new rule cited by Malanaphy that anyone can now request a hearing.

Ferguson's case has been covered in prior issues of the *Gazette*:

- March 15, 2018, "Gen-

eral Meeting Report," by Taigi Smith: [https://www.foodcoop.com/wp-content/uploads/2018/03/lwg\\_2018\\_03\\_15\\_vMM\\_n05.pdf](https://www.foodcoop.com/wp-content/uploads/2018/03/lwg_2018_03_15_vMM_n05.pdf)

- October 25, 2018, As part of the "PSFC OCT General Meeting" listing in the "Calendar of Events" (p. 8), agenda "Item 4: Dispute Resolution Committee Oversight (45 minutes) Discussion": [https://www.foodcoop.com/wp-content/uploads/2018/10/lwg\\_2018\\_10\\_25\\_vMM\\_n21.pdf](https://www.foodcoop.com/wp-content/uploads/2018/10/lwg_2018_10_25_vMM_n21.pdf)

- September 13, 2018, "August General Meeting Approves Boycott of Camel-Bak," by Meredith Kolodner: [https://www.foodcoop.com/wp-content/uploads/2018/09/lwg\\_2018\\_09\\_13\\_vMM\\_n18.pdf](https://www.foodcoop.com/wp-content/uploads/2018/09/lwg_2018_09_13_vMM_n18.pdf)

Despite his proposal passing, Ferguson says he has been told he can't request a hearing because the new rule isn't retroactive. A member of the DRC was offered the right of response, but did not reply in time for this issue.

### Coordinator and Committee Reports

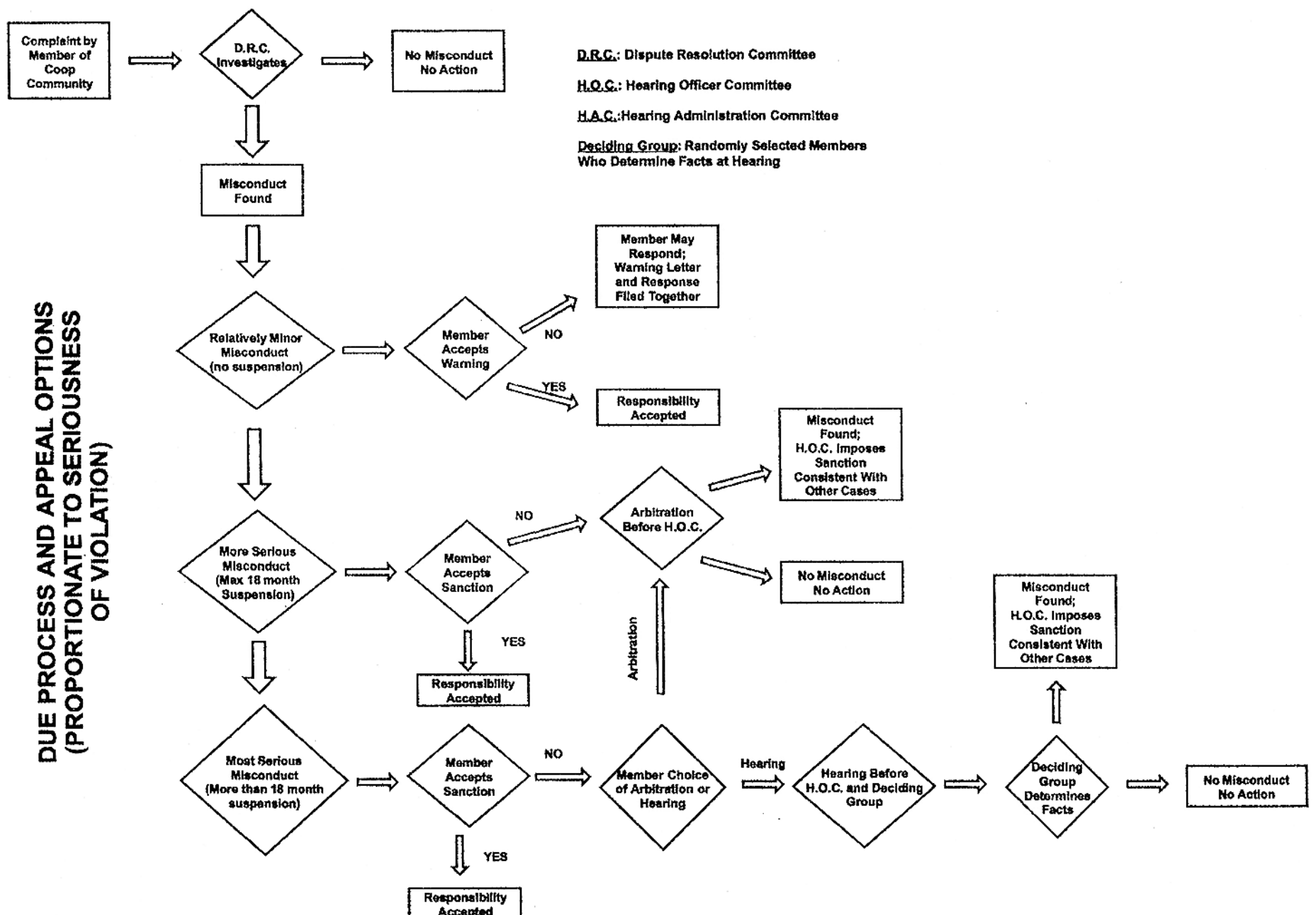
Coordinators and Committee representatives shared updates at the October meeting. Several new features on the Member Services portion of the Coop website allow smart notifications for shift reminders, and easier and more advanced tracking of upcoming shifts and banked FTOP shifts.

The TerraCycle squad made a call for members to join their squad on the second Wednesday and fourth Saturday of each month to collect soft plastics for recycling.

The Diversity and Equality Committee reminded members that they train squad leaders each year on bias, and that if any member experiences discrimination or bias, there are complaint forms in the Coop office. ■

**Please Note:** Both the November and December General Meetings have been canceled for the holidays (based on a vote held in 2016). The next General Meeting will be in January.

## Overview of P.S.F.C. Discipline



Incubator

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Pilotworks had kitchen space in an old Pfizer factory in Williamsburg that nascent food companies could rent out to get off the ground. Pilotworks also distributed the products produced to the Coop and other specialty stores—a critical service for food startups that are often shunned by major distributors.

“When Pilotworks came to be, that was a huge thing because we could get our product on your shelf,” said Chitra Agrawal, whose company, Brooklyn Dehli, makes condiments inspired by traditional Indian recipes. The Coop had been stocking her achar (a.k.a. “Indian pickle”) condiment in three flavors: the tomato rendition in chili sauce; a spicy, lemony roasted garlic selection; and a tart rhubarb ginger version. “There wasn’t anything else really like it.”

Agrawal found out about the closure in an email. At 6:42 p.m. on a Saturday, Pilotworks notified customers that they had shut down, effective as of 5:00 p.m. that day. “It was negative two hours’ notice,” said April Wachtel, the founder of Swig + Swallow, a maker of cocktail mixers that had used Pilotworks’ kitchen space and distribution.

Pilotworks didn’t answer a



Mama O’s Kimchi paste on sale at the end of Aisle 7 at the Food Coop.

request for comment. A statement on its website said the company ran out of money.

“It is with a heavy heart that after failing to raise the necessary capital to continue operations, Pilotworks will cease operations,” the company said in the statement. “The work the independent food community is doing is amazing and inspiring. We know it will live on and we are deeply sorry it will not be with Pilotworks.”

Besides Agrawal’s achar, Pilotworks had also supplied the Coop with Mama O’s Premium Kimchi and Keepers citrus sparkling coffee, according to Coop buyer Yuri Weber. The “fancy food” end-cap across from the poultry had also stocked products from other Pilotworks custom-

ers, including Brins Jams, Snacklins, Auria’s Malaysian Kitchen, and Bushwick Sauce Company.

“Everyone was caught off guard,” said Kheedim Oh, the founder of Mama O’s. “It’s pretty scary that 160 businesses just got the rug pulled out from under them.”

Oh initially thought the closure wouldn’t affect him because he didn’t use Pilotworks’ kitchen space, but then he realized he was losing customers without Pilotworks as a distributor. Oh has taken to driving around delivering his kimchi himself, but he said that’s only a stopgap measure because it’s too big a drain on his time.

“They filled a niche and there just isn’t a ready substitute,” Oh said.

Food startups have a hard time finding distributors because the big companies don’t want to take a risk on them, according to Wachtel. There’s a chicken-egg problem because stores want producers to already have a distributor, and distributors want producers to already be in stores, said Candice Ross, the founder of Brins Jams.

Ross moved to Brooklyn 13 years ago from Louisiana to work as an architect. Her family back in Acadia Parish would send care packages with more fruit and herbs than she could keep in her small apartment, so she started making jams to preserve them.

“I was doing it as a hobby on the side and I fell in love with it,” Ross said. “Three years ago, I’d had it with working in an office. I really care about this: creating a quality product and sharing it with others.”

Ross said Pilotworks provided crucial guidance on turning her hobby into a business, with licenses and certifications and other unfamiliar but critical steps for a new entrepreneur. Her business has grown enough that she



Thid Lam, one of the creators of Keepers Coffee Soda, working at Pilotworks in April 2017.

recently moved out of Pilotworks’ space and into her own kitchen in the same building. When Pilotworks closed, she decided to share the lease with another producer and let some other companies use it for a few months. But she hasn’t replaced Pilotworks as a distributor and is doing some deliveries on her own.

Whereas other distributors charged high fees or required merchandise giveaways, Pilotworks had a straightforward fee and took care of finding customers, said Auria Abraham, the founder of Auria’s Malaysian Kitchen, which had been using Pilotworks’ kitchen space for two years and its distribution to 30 area retailers.

*“Everyone was caught off guard...It’s pretty scary that 160 businesses just got the rug pulled out from under them.”*

“That’s why the distribution arm was so important to us, because in their distribution model, there were no extras,” Abraham said. “We gave them a distribution fee and they opened accounts for us and delivered our products. It was very straightforward.”

The Coop is no longer carrying Abraham’s hot chili sambal, a traditional Malaysian sauce. Abraham just did her first shift at her new kitchen space in Industry City and is excited about it. She’s still looking for a new distributor and, meanwhile, has resorted to doing her own deliveries, which can sometimes entail a three-hour round trip from Brooklyn to the Upper West Side.

“I’m losing accounts and losing sales—it’s a lot for a small business to take on again,” Abraham said. “I do feel like this whole situation is like the mama bird pushing the babies out of their

nest, saying, ‘Go fly.’ I know it sounds weird, and yes, business is hard right now, but I do ultimately think this will be good for us.”

While Abraham was confident that the Pilotworks closure would push her to take her business to the next level, she also doubted she could have made it this far if Pilotworks hadn’t existed when she was starting out. “Definitely not, there’s no way,” she said.

Wachtel agrees. “A thousand percent, no doubt,” she said. “I definitely think most of those businesses, including ourselves, would have had a harder time getting off the ground had it not existed.”

Wachtel set up a website for the displaced companies to share information, swap leads on new spaces and distributors, and promote their products. “One positive thing is the really strong dialogue and sense of community among the people affected,” she said. “This rallied people in a way I hadn’t seen before in the food community.”

Some of Pilotworks’ customers, such as Snacklins, said they have unpaid invoices. They stand to get paid only if there’s anything left over after Pilotworks pays its investors and creditors. Adam Brawerman, the founder of Bushwick Sauce Company, said he’s out \$3,000. “I’m counting it as a loss,” he said. “For sure it’s a big hit.”

Brawerman makes hot sauces and jams using ingredients from local organic farms, with no artificial preservatives. He said he donates five percent of proceeds to City Harvest to help feed the hungry.

Several of the vendors expressed particular pride in supplying the Park Slope Food Coop and hoped to find a way to sell there again. “I was psyched—that was probably our biggest triumph with [Pilotworks] was to get in with you guys,” Ross said. ■

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.

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

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



# Charitable Giving and the Right to Food

By Jess Powers

In the recently published *Food Bank Nations: Poverty, Corporate Charity and the Right to Food*, Graham Riches argues that advocating for food as a human right, rather than something requiring charity, is the best way to fight food insecurity in wealthy societies. He explains how corporations benefit from tax-incentivized waste disposal through food banks after overproducing cheap food in the first place. In contrast, rights-based approaches assert the obligations of government and society to care for all people, including people in need.

Despite the outsized corporate influence, “philantrocaptalism” or Big Philanthropy in the form of food banks has escaped the type of public criticism that charities like the American Red Cross received from ProPublica’s investigative series or that breast cancer charities earned in the documentary, “Pink Ribbons, Inc.” Corporate influence and institutionalization, Riches remarks, “inevitably depoliticizes hunger.” And without a political analysis, the problem of hunger remains unresolved.

At the heart of the book is a straightforward critique of neo-liberalism and the austerity policies that prop up rampant inequality. Riches describes food as an “intimate commodity” and “expression of belonging,” as well as “a significant source and indicator of social inequalities and injustice.” By lifting up food as an intersectional issue, actors can imagine new social policy and the dismantling of systems of oppression.

The idea is not new. Coop member Jan Poppendieck published the influential *Sweet Charity: Emergency Food and the End of Entitlement* in 1999. She observed that the system of food banks and food pantries serves as a “moral safety value,” and that volunteer hours might be better spent advocating for policy change, rather than organizing canned food drives. Another Brooklynite, Joel Berg, wrote about it in *All You Can Eat: How Hungry Is America?*, stating that only government has the reach and capacity to end hunger nationwide. Canadian Nick

Saul wrote *The Stop: How the Fight for Good Food Transformed a Community and Inspired a Movement*, about community food centers and the need for social movements informed by food justice. And, in 2017, Andy Fisher wrote an engaging book about the outsized corporate influence at food banks, *Big Hunger: The Unholy Alliance Between Corporate America and Anti-Hunger Groups*. He was honored by Hunger Action Network of New York State in mid-November as a hunger fighter.

Riches contributes to the literature by adding an international perspective to the peculiar American export of food banks to other wealthy Organisation for Economic Co-operation and Development (OECD) nations. He is professor emeritus of social work of the University of British Columbia in Canada, and details the history of food banking, types of food waste, corporate capture, and solidarity and the right to food. His previous books examined food banking in various countries.

Food banking is attributed to John van Hengel in Arizona, who merged a sense of religious obligation to feed hungry people with logistical and warehousing expertise, to create hubs capable

of distributing surplus food to a variety of frontline organizations. A series of state and federal laws helped promote and institutionalize the concept in the early 1980s, and it appealed to the general public as a compassionate yet practical idea. Riches demonstrates how “food banks have become entrenched” worldwide as the “constant demand for lower taxes and austerity... have remained hallmarks of neo-liberal policy.” The responsibility for caring for the poor has become increasingly privatized.

*“In the recently published Food Bank Nations: Poverty, Corporate Charity and the Right to Food, Graham Riches argues that advocating for food is a human right.”*

Corporate capture is the way that businesses undermine social movements by inserting themselves into policy and social change work. Food banks themselves, Riches argues, are mechanisms for distributing food from one place to another, detached from solidarity with those they serve. Real solidarity would involve addressing the sys-

temic reasons for hunger and poverty, not simply managing the supply chain.

All this wouldn’t be possible, he continues, without the financial benefits (in the form of tax incentives, waste disposal savings, and profit) and branding (corporate social responsibility and sitting on charitable boards) given to Big Food. Riches concludes: “Food aid or emergency assistance which draws on supplies of surplus food is simply factored into the industrial food supply chain and is part of everyday business.”

Before the creation of food banks, soup kitchens and breadlines helped people in need of food assistance. In the 1930s, a federal food safety net was created, which transferred agricultural surpluses to

hungry people through the school lunch program, food stamps, and so on.

In a particularly engaging chapter, Riches looks at terms like “food loss” “surplus food,” and “food waste,” and how their meaning is constructed. He describes loss as coming from weather, pests, or the natural environment, whereas surplus derives from overproduction and overstocking—consequences of the industrial food system. Waste, in contrast, has an element of “culpability,” of being an “intentional act,” because it has to do with discarding food. In today’s public discourse, attention is largely taken away from the “surplus food” that swells pantries (a bottom-line, corporate decision to continue with overproduction), and instead shifted to talk of “waste.” This makes it

CONTINUED ON PAGE 14

## EVENING WORKSLOT OPPORTUNITIES on Unique PSFC Committee

If you are interested in contributing to Coop management and know how to work collaboratively, we want to hear from you.

**The Personnel Committee** is an elected group of members that serves in an advisory capacity to the General Coordinators (the Coop’s collective managerial team). We offer support and perspective on operational and strategic issues such as Coop operations, resource allocation, succession planning, the development of human resources policies, staffing, etc.

We would like the Personnel Committee to reflect the diversity of the Coop. We are especially interested in people who have skills in finance, running a business, upper-level management, organizational development, personnel, and human resources. Applicants should have a minimum of one year of Coop membership immediately prior to applying, experience doing work shifts at the Coop, and excellent attendance.

**The Committee meets with the General Coordinators the third Tuesday of each month from 6 to 7:30 p.m. At times, additional work and meetings outside the scheduled time will be required.**

If you are interested, please do the following two things: e-mail your resume and a letter explaining why you would like to be part of the Committee to [pc.psfc@gmail.com](mailto:pc.psfc@gmail.com).

Please put “Personnel Committee Application” in the subject line then go to <http://bit.ly/2mFY2p1> to fill out a short questionnaire.



## 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, Alison Rose Levy and Carl Arnold.

### 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.



COORDINATORS' CORNER

Coop News and Notes

By the General Coordinators  
**This Coordinator's Corner covers the following:**  
• **November 27 General Meeting Canceled**  
• **New Features available in Member Services on foodcoop.com**  
• **Coop Legal Fees**  
• **Coop Closed on December 25 and January 1**

**November 27 General Meeting Canceled**  
From General Coordinator Ann Herpel: As the staff liaison to the Agenda Committee, I would like to apologize to the Committee that their text explaining the cancelation of the November GM did not appear on the front page of the November 8 Linewaiters' Gazette. I provided the Gazette with my own text because, in my haste, I had failed to read the minutes from their November 6 meeting. Here is the text written by the Agenda Committee that should have appeared:

Due to factors outside the control of the AC (i.e., unable to reach proposers, and/or requests that an item be scheduled at a specific (different) meeting), there is no suitable agenda for a General Meeting in November. Considering that the Board of Directors has met, per the Coop bylaws, their annual meetings requirement at the previous 10 General Meetings, no General Meeting will be scheduled for November 2018.

I would also like to remind members that the next regularly scheduled GM will be Tuesday, January 29, 2019.

**New Features Available in Member Services on foodcoop.com**  
We are excited to announce that shift reminder notifications via text or email are now available through Member Services. Members working a regular ABCD shift, FTOP shifts, or both can choose to enroll in this notification program. You may receive up to two reminders for each shift, and you

choose how many days prior to your shift you will receive the notification.

One advantage of shift notification via the Coop's Member Services is that when a member changes her regular shift or signs up for an FTOP shift, the information will be shared with Member Services, and the notification service updated. No more scheduling shifts on your phone or setting email reminders for yourself. Let the Coop's Member Service remind you of the schedule you chose.

*"We are excited to announce that shift reminder notifications via text or email are now available through Member Services."*

Member Services, a password-protected feature of foodcoop.com, launched in June 2018, has expanded rapidly. Currently over 3,000 Coop members have registered for an account on Member Services. We are very pleased with this response and invite all members to register and get started viewing their member information on their phone or computer. Information available to members includes: viewing work-shift assignment and upcoming shift dates; individual and household status; number of make-ups owed; and FTOP cycles covered or in your bank. If your shift is affected by a change of hours or holiday closure, your information on Member Services will reflect that change.

For more information

select the "Member Services" button on the homepage of foodcoop.com, pick up a brochure at the Office or Entrance Desk, or speak to a Membership Coordinator.

**Coop Legal Fees**  
During the presentation of the financial statement at the October General Meeting, General Coordinator Joe Holtz was asked about the line on the statement labeled "legal fees." In the interest of full disclosure, the GCs want to share Joe's response and expand on it with all the Members.

Since 2017, the Coop has engaged a law firm, Seyfarth Shaw, to assist the General Coordinators in the development of the Coop's anti-discrimination and anti-harassment policies, and provide advice on other confidential personnel matters. Two Seyfarth Shaw associates also worked with General Coordinators Lisa Moore and Ann Herpel to develop mandatory, all-staff trainings on the Coop's anti-discrimination and anti-harassment policies. Those trainings were conducted in the summer of 2017, and were provided pro bono.

The Coop's Personnel Committee, an elected group of Coop members who serve in an advisory capacity to the General Coordinators, recommended that the Coop engage an employment law firm to assist the General Coordinators in these matters. The pro bono program of New York Lawyers for the Public Interest connected the Coop to Seyfarth Shaw.

**Coop Closed on December 25 and January 1**  
This Christmas the Coop will follow its practice from the last several years of closing on December 25. This year, for the first time in decades, the Coop will also be closed on January 1, 2019.

The General Coordinators decided to close on New Year's Day when we realized it would be challenging to adequately staff the Coop for January 1. Keeping the Coop open for shopping requires some level of staffing to support operations in Receiving, Shopping, and the Membership Office. The General Coordinators recognize that staff work extremely hard in the weeks and days leading up to and following New Year's Day, and we did not want to apply what might feel to some employees like pressure in order to recruit staff to work on January 1.

The Coop staff receive four paid holidays per year: New Year's Day, July 4, Thanksgiving Day, and Christmas Day. The Coop has been open, for many years, for three of those holidays, which means that many staff have worked on one of more of their paid holidays in order for the Coop to remain open for shoppers. This year, we want to honor the Coop's long-term commitment to be a good employer, and give our staff two much-needed days of rest.

The GCs will evaluate the impact of this closure, and we welcome member and staff feedback to help us in our evaluation. ■

**THE GAZETTE INDEXES**  
If you are interested in the history of the Coop or in when and how particular subjects have been discussed in the Linewaiters' Gazette...  
Send an e-mail to Len Neufeld, Gazette indexer, at lenneufeld@verizon.net, to request PDF files of either or both of the following indexes:  
• An alphabetized list of the titles of all articles published in the Gazette from 1995 to the present, with issue dates.  
• An alphabetized list of all subjects (including people's names) discussed in Gazette articles from 1995 to the present, with article titles, issue dates, and page numbers (titles and subjects for earlier years are being added).  
Many of the Gazette issues referenced in these indexes are available as PDFs on the Coop's website. (Copies of these and additional issues are also available at Brooklyn's Central Library, located at Flatbush Ave. and Eastern Pkwy. on Grand Army Plaza.)

**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

**3 GREAT reasons to register for member services!**

**1 Intelligent Shift Notifications:** Receive TEXT or EMAIL alerts for upcoming shifts. ➡

**2 Easily available FTOP info:** View number of FTOP cycles covered or banked and upcoming shifts scheduled! ➡

**3 Avoid surprises at the entrance desk:** Check your status before coming to the Coop. ➡

**Ready to enroll:** Go to foodcoop.com and click on "Member Services" in the upper right-hand corner to get started.

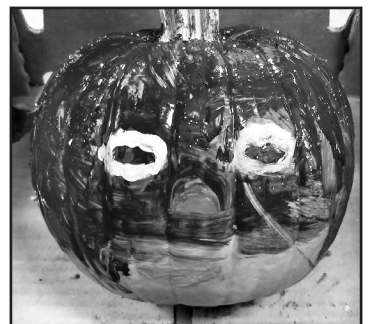
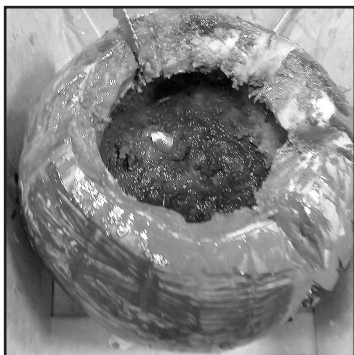
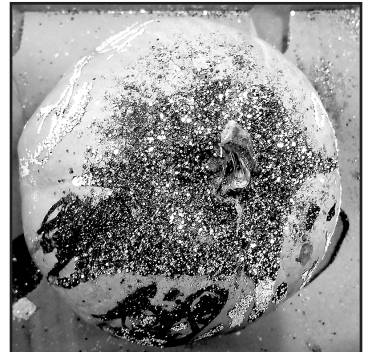
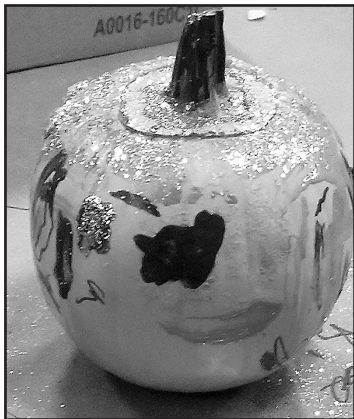
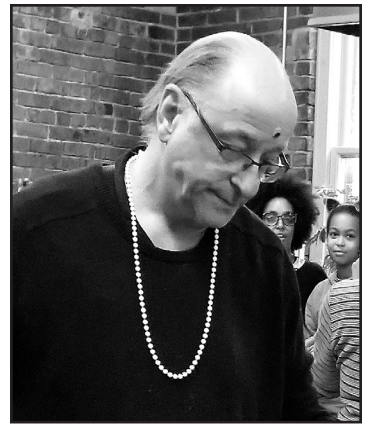


## FUN COMMITTEE REPORT

## Pumpkin Decorating Event a Smashing Success!

By Dalienne Majors,  
FUN Committee

The FUN Committee held its "Pumpkin Decorating" event in the Coop Meeting Room on October 27, from 2–5 p.m. Approximately 50 parents and children attended. We ran out of pumpkins and had to go downstairs for more. It was an exciting, highly successful event—and a great way to ramp up for Halloween 2018! ■



PHOTOS BY FUN COMMITTEE



# 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 via e-mail to [GazetteSubmissions@psfc.coop](mailto:GazetteSubmissions@psfc.coop).**

**Letters:** Maximum 500 words.

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

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

### LETTERS, ARTICLES AND REPORTS SUBMISSION POLICIES

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

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

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

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

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

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

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

### FAIRNESS, ANONYMITY AND RESPECT POLICIES

In order to provide fair, comprehensive, factual coverage:

#### Fairness

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

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

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

#### Anonymity

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

#### Respect

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

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

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

Friday, December 21, 8:00 p.m.

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



## PROSPECT CONCERTS



Drummer/percussionist **Brian Shankar Adler**, is not easy to put in a box. Raised in an ashram in the Catskills, one-half Argentine and conservatory-trained, his music follows suit and is a global mash-up of cage-free ingredients. He has toured several continents and can be heard often around Brooklyn with the Human Time Machine and Bombay Rickey. Join us as Brian is joined by several extremely talented Coop members calling themselves The Neighborhood Jam Band!

**Aviv Roth** is not your standard singer-songwriter. He likes "songs that are unusual, musically interesting or really, really funky." People who've had the experience of hearing him play tend to say things like, "smooth," "soulful," "dark, with that off-beat sense of humor" to describe him. Aviv's songs deliver funny, thoughtful stories with complex melodies that never forget where the beat lives.



[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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Leila Darabi

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Desktop Publishing: Dana Faconti

Erin Sparling

Editor (production): Michal Hershkovitz

Puzzle Master: Abdul Powell

Final Proofreader: Lisa Schorr

Index: Len Neufeld

Advertisement: Mary Robb



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.

Joshua Aas	Karen Bohrer	Thuy Dao	Katie Gerber	Rebecca Howarth	Paul Lieber	Talya Ramchandani	Kelsey Thomas
Raina Allair	Elizabeth Bougerol	Yael Dayan	Ramon Gonzalez Rayon	Kathryn Hudman	Ian Mackenzie	Matt Reeck	Monica Tomas
Sophie Anger	Sofia Butnaru	Juan De La Torre	Andrew Granowitz	Andrew Iacovangelo	Tom Manning	Evelyn Roberts	Free Alexander Tripp
Seth August	Jennesa Calvo-	Alix De Sagazan	Genevieve Harding	Fiona Iacovangelo	Kelly McFadden	Maria Robins-Somerville	Anja Troost
Mike Bain	Friedman	Andrea Denenberg	Akantunde Henderson-	Mona Jackson	Brennan Moore	Kathleen Sargent	Jasper Ugrinsky
Colin Beavan	Babi Christoforidis	Laura Dorna Costa	Amare	Sarah Joseph	Lydia Mullin	Eliza Scheffler	Norah Van Der Meer
Matthew Beckerman	Cecilia Cina	Kate Duguid	Shannah Henderson-	Matthew Kallman	Anette Murgalla-	Chloe Schehr	Deen van Meer
Doni Belau	Anna Cook	Kendal Enz	Amare	Alison Kang	Hollmann	Louis Scuderi	Nolan Wanecke
Robert Belau	Jimmy Cook	Benjamin Falber	Arisleyda Hernandez	Elena Kashtelyan	Alexis Nowicki	Hannah Shaw	Ziyi Wang
Lily Bernstein	Jesse Corburn	Emma Francis-Snyder	Sam Hollands	Lisa Kraushaar	Summer Payton	Rajiv Sicora	Sidney Wiswell
Briana Bierman	Karen Corburn	Hannah Frick	Christian Hollmann	Madeline Lasky	Maira Peckham	Carol Stakenas	Jane Yi
Jason Binnick	Annabelle Corke	Dante Fuoco	Nancy Hood	Lucca Leopardo-Brunt	Anne Pickering	Jeffrey Star	Marina Yospe
Michelle Blassou	Kate Crouch	Carolyn Gearig	Charles Houston	Randi Lerohl	Catherine Provenzano	Matt Stern	Sam Yospe

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.

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

NOVEMBER & DECEMBER  
GMS ARE CANCELED

TUE, JANUARY 8

AGENDA SUBMISSIONS: 7:30 p.m.

Submissions will be considered for the January 29 General Meeting.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:

Dec 6 issue: 12:00 p.m., Mon, Nov 26  
Dec 20 issue: 12:00 p.m., Mon, Dec 10

CLASSIFIED ADS DEADLINE:

Dec 6 issue: 7:00 p.m., Wed, Nov 28  
Dec 20 issue: 7:00 p.m., Wed, Dec 12

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.

November & December  
General Meetings Are Canceled

Next Meeting: Tuesday, January 29, 7:00 p.m.

At 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.

• Advance Sign-up required:

To be eligible for workslot credit, you must sign-up at foodcoop.com. A computer dedicated to sign-ups is located in the elevator lobby. You may sign up for the meeting all month long, until 5 p.m. of the day of the meeting.

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

nov 28  
wed 7 pmLearn About Cheese  
at the Coop

Special Edition Cheese Class! Deep Dive: Bertinelli Parmigiano-Reggiano. For this session, Coop member and American Cheese Society-certified cheese professional **Elena Santogade** will be joined by friends from Forever Cheese to talk in depth about the exquisite Parmigiano-Reggiano that they import from Bertinelli. We will taste the Parm alongside Casa Forcello mostarda and Cazzola Italian honey—true Italian favorites from the specialty end-cap! Come to this class, and your whole perspective on Parmigiano-Reggiano (and especially the one we get here at the Coop) will be changed.

dec 1  
sat 11 amExplore Healthier Cultural  
Sweets

Join members of the **Diversity and Equality Committee** for a fun workshop on reducing and replacing sugar in traditional cultural recipes. We'll taste-test chocolates and desserts available at the Coop, increase our knowledge of sugars and alternative sweeteners, and raise our nutrition-label IQ. Bring a hard copy of a favorite cultural recipe and we'll brainstorm on cutting the sugar without sacrificing the taste. Recipes will be photocopied to share and take home. RSVP not required, but appreciated for our dessert-shopping list: [diversitycommittee@psfc.coop](mailto:diversitycommittee@psfc.coop).

dec 1  
sat 2 pm

## Holiday Card-Making Party



Bring family and friends of all ages to a Holiday Card-Making party in the Coop's Meeting Room. We'll supply glue, markers, and paper and some fun art-making tips. Bring any other special art materials you would like to use. Hot cocoa and chocolate treats will be available to purchase.

dec 2  
sun 12 pmForcing Immigrants to  
Choose

Forcing Immigrants to Choose Between Food, Health and Green Cards. A draconian Trump Administration proposal would force a million lawfully present immigrants in New York to choose between legal status and health by denying their applications for green cards if they use benefits for which they are eligible, such as SNAP (food stamps) or Medicaid, Earned Income Tax Credits or an array of other public programs. In this one-hour workshop, Coop member and professor of public policy **Katherine Fennelly** will describe the proposed changes to the Public Charge Rule and what we can do to oppose them. Fennelly is professor emerita of public policy at the Humphrey School of Public Affairs, University of Minnesota, where she has taught courses on immigration policy for more than 20 years. She now resides in Brooklyn, where she is active with several local and national policy groups, and is a member of the Park Slope Food Coop.

dec 6  
thu 7:30 pmFood Class: Gluten-Free  
Holiday Baking

We'll make three different baked gluten-free treats that you can serve or take to a holiday party, give away as thoughtful gifts or just eat yourself at a family get together. We'll use both nut flours and gluten-free flour to achieve the right texture and form. You'll be surprised by how delicious each treat tastes. Chef **Esther Farkas** loves to bake and has been baking with her mom since she was small and with her three daughters since they were small. When she was diagnosed with a gluten allergy two years ago, she

learned to adapt all her favorite recipes to be gluten-free and still just as tasty as the originals. *Menu includes: Easy Holiday Apple Cake; Almond Flour Chocolate Chip Cookies; No-Bake Energy Bites.*

**ASL interpreter available upon request, please contact the Membership Office. Materials fee: \$5. RSVPs by November 29 are appreciated, contact [parkslopefoodclass@gmail.com](mailto:parkslopefoodclass@gmail.com). To inquire about leading a Food Class, contact [parkslopefoodclass@gmail.com](mailto:parkslopefoodclass@gmail.com).**

dec 7  
fri 7 pm

## Film Night: Noah Wise



As a saxophonist's quartet comes to an end, he meets a singer-songwriter whose career is just beginning. **Ben Zuckert** is a Brooklyn-based filmmaker whose second feature film, *Noah Wise*, premiered at the Twin Cities Film Fest and Hof International Film Festival in Germany this October. He composed the original music and lyrics in the film.

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

dec 11  
tue 7 pmSafe Food Committee Film Night:  
Under Contract

For the first time in a full-length documentary, contract farmers tell their stories and industry experts reveal how the corporate production model pits farmer against farmer. *Under Contract: Farmers and the Fine Print* takes audiences on a road trip across the American

South and to Southern India to understand what's happening to farmers living under contract and what we can do to change our food system for the better.

**See upcoming events, past reviews and a comprehensive list of films shown at [www.plowtoplatefilms.com](http://www.plowtoplatefilms.com) which can now also be reached via a link on the Park Slope Food Coop's home page at [www.foodcoop.com](http://www.foodcoop.com).**

dec 14  
fri 6 pmWordsprouts: Art Historian  
Matthew Israel

**DECEMBER WORDSPROUTS LOCATION IS AT OLD FIRST CHURCH, 729 CARROLL ST., ON THE CORNER OF CARROLL AND SEVENTH AVE. (RIGHT ACROSS FROM KEY FOOD).** In these turbulent times, we take

solace in art of all kinds, from thoughtful words to beautiful paintings. Both will be on display when we welcome art historian **Matthew Israel** for an insightful reading about the contemporary art world, work which is grounded in his vast knowledge of art history and the global gallery scene. This will be followed by a lively conversation moderated by Wordsprouts' own **Sarah Schenck** about Israel's research and his vast professional experience, in particular with Artsy, an online platform for discovering and collecting art. Israel is an art historian based in New York and is currently head curator at Artsy, where he was previously the founding director of Artsy's Art Genome Project. Israel has written for international art magazines and exhibition catalogues; delivered talks about modern and contemporary art and his work at Artsy globally; worked for prominent galleries; managed major artist estates and foundations; organized public conversations with hundreds of contemporary artists, and taught modern and contemporary art at NYU, where he received a PhD in Art History and Archaeology from NYU's Institute of Fine Arts. Schenck is a writer, director, and producer who is deeply passionate about public health.

**Free for all Coop members & non-members. Refreshments will be served. Bookings: [John.Donohue@wordsproutspfc@gmail.com](mailto:John.Donohue@wordsproutspfc@gmail.com).**

**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.



# nov 28 2018–jan 18 2019

**dec 21**  
fri 8 pm

## Brian Shankar Adler; Aviv Roth



Drummer/percussionist **Brian Shankar Adler**, is not easy to put in a box. Raised in an ashram in the Catskills, one-half Argentine and conservatory-trained, his music follows suit and is a global mash-up of cage-free ingredients. He has toured several continents and can be heard often around Brooklyn with the Human Time Machine and Bombay Rickey. Join us as Brian is joined by several extremely talented Coop members calling themselves The Neighborhood Jam Band! **Aviv Roth** is not your standard singer-songwriter. He likes “songs that are unusual, musically interesting or really, really funky.” People who’ve had the experience of hearing him play tend to say things like, “smooth,” “soulful,” “dark, with that off-beat sense of humor” to describe him. Aviv’s songs deliver funny, thoughtful stories with complex melodies that never forget where the beat lives. **Concert takes place at the Brooklyn Society for Ethical Culture, 53 Prospect Park West (at 2nd St.), \$10, doors open at 7:45. Prospect Concerts is a monthly musical fundraising partnership of the Coop and the Brooklyn Society for Ethical Culture.**



**jan 6**  
sun 12 pm

## Forget the Tutor

Master math with a game. If your child is struggling in math class, they are not alone. When I tell people I teach math, the most common response I get is a big smile and, “Oh, I hate math!” This sad state of affairs is hurting our future, and it is by no means how things need to be. Most of the time, kids have trouble in math because they didn’t master the fundamentals. When they have to then learn more complex ideas and solve challenging problems, they get stuck using all of their mental energy on the simple calculations, and their minds have no space left to take in new information or use problem solving techniques. I will show you how to get your kids back on track (and ahead) in math by playing a SIMPLE and FUN game together. You as a parent are far more powerful in helping your child succeed than any teacher or tutor. Come to the workshop and receive a free gift too! **Dave Wolovsky** is a teacher, tutor, and educational innovator.

**jan 8**  
tue 7 pm

## Safe Food Committee Film Night



Film to be announced.

**See upcoming events, past reviews and a comprehensive list of films shown at [www.plowtoplatefilms.com](http://www.plowtoplatefilms.com) which can now also be reached via a link on the Park Slope Food Coop’s home page at [www.foodcoop.com](http://www.foodcoop.com).**

**jan 3**  
thu 7:30 pm

## Food Class



Food Class to be announced.  
**To inquire about leading a Food Class, contact [parkslopefoodclass@gmail.com](mailto:parkslopefoodclass@gmail.com).**

**jan 4**  
fri 7 pm

## Film Night



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

**jan 5**  
sat 2 pm

## Sweet Relief Home & Office Organizing

Organize, clear, transform your home, your life. Allow your space support you to thrive! You deserve to be inspired, productive and at peace in your space. You can be free of feelings of overwhelm and shame and have surroundings that support you to live as you wish and know best! In this interactive workshop you’ll get perspective and practical strategies, learn how to open your spaces for new possibilities and see that you are not alone. **Shira Sameroff** has been a member of her beloved PSFC for 25 years. Her work has evolved over 25 years of experience with individuals, groups and organizations as a counselor, workshop facilitator, program director, event planner, activist, board president, volunteer coordinator and more. Her many passions include trees, singing, biking, travel and dark chocolate.

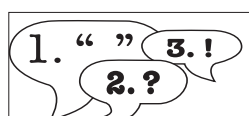
**jan 11**  
fri 7 pm

## Wordsprouts



Authors to be announced.

**Bookings: John Donohue, [wordsproutspfc@gmail.com](mailto:wordsproutspfc@gmail.com).**



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](http://foodcoop.com). **The January General Meeting will be held on Tuesday, January 29, 7 p.m., at a location to be announced.**

## still to come

**jan 12** Platform Cooperativism

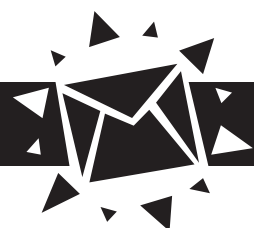
**jan 12** It’s Your Funeral

**jan 12** Kids’ Variety Show Auditions

**jan 18** Prospect Concert



## LETTERS TO THE EDITOR



## LET US TARE

DEAR LG,

Imagine a world in which Coop Members bring their jars, their bottles, their hollow tree stumps and fill them with bulk food, avoiding the use of plastic bags and skipping the awkward at-home transfer that sends quinoa sprinkling onto the counter. I've heard whispers among members that establishing such a system at the Coop would be impossible, but I think it's time to

seriously consider why one of the largest coops in the country doesn't let us tare our hearts out.

First, a glossary of terms from Wikipedia:

Tare weight, sometimes called unladen weight, is the weight of an empty vehicle or container. By subtracting it from the gross weight (laden weight), the weight of the goods carried (the net weight) may be determined.

If the Coop had a station where members could weigh their empty vessels and print

out a label with the unladen weight, would it be possible to then deduct this from the gross weight at a checkout station? Perhaps it would require a calculator? Maybe we could establish a pilot program wherein one express register is equipped to do said calculation? These are just a couple of ideas that could be explored by a "no fear tare" committee. This committee could explore expanding the foods that members can bag themselves. Let's do it!

Dreaming of filling a gallon jar with raisins,

Adam Brody

## ELECTRONIC VOTING AT THE COOP

## TO THE MEMBERS,

In his letter in the November 8, 2018 *Gazette*, Jesse Rosenfeld argues that electronic voting at the Coop "will only encourage distortions of the issues before any voting ever happens" and that it "will embolden strictly partisan campaigning, blotting out the in-person exchange of ideas that diversity demands." He writes further "The democratic process we deserve is the one we show up to participate in."

I agree that showing up to a meeting helps the "democratic process," but it is clear that less than 3% of the 17,000 Coop members actually do show up to these meetings, and a substantial number of those attendees come to get workslot credit, not necessarily because they want to be there as part of the "democratic process." The largest General Meeting ever, March 27, 2012, was attended by about 1,700 members, roughly 10% of the members.

Why do the vast majority of members not come

to the General Meetings? I think there are multiple factors involved, including lack of time, absence of child-care availability, conflicting work-shift obligations, etc. I think the main reason so few attend these meetings is a general disengagement from the Coop, except as a place to shop and to do one's work shift.

But with electronic voting, it would be possible to run these meetings differently. The in-person participation could continue, but the meetings could be live-streamed so that people unable to attend could get the information and hear the reports and debates as they are happening. Then they could vote online on any of the issues. I think such a system could increase participation and involvement in the Coop. "Partisan campaigning," as we have seen it in the last several years, would probably continue, but more members would have the opportunity to find out what the campaigns are all about. With a new system for decision-making, we could clarify rather than distort the issues.

I think it's time to change the patently undemocratic General Meeting system that enables a tiny percentage of the members to decide what the rest of us will have to accept, if we can't or don't get to the in-person meeting.

Naomi Brussel

## WHAT DID YOU "MEAT" BY THAT?

## MEMBERS,

I write in response to the cover story about meat and meat alternatives in the *Gazette* of November 8, 2018.

Our meat buyer compares "industrial" beef, meat alternatives, and beef obtained

from small farmers, determining that the beef from small farmers may be "better" than meat alternatives. A "meat buyer" probably spends little time assessing the ethics of eating animals, the environmental impact, or even making nutritional comparisons, and this reader has no clue what "better" means here.

Janet Gottlieb

## DEAR JANET,

Thanks for your concern about my comments to the writer of the *Gazette's* recent article on meat and meat alternatives. I'm happy to give context to what I meant by "better." In fact, I have thought a lot about the ethics of eating animals, environmental impacts and nutritional profiles: I have a graduate degree in Agroecology from UW-Madison where I focused my studies on pasture-based livestock systems, and I've worked with several livestock farmers in NY. I have delved into all aspects of pasture-based farming, including impacts on animal welfare, environmental conditions, wildlife populations, nutrient deposition to ground water, local economies and more.

Based on the range of research I was exposed to, as well as the farmers I've worked with, I believe certain livestock farming methods can make a positive contribution to all of those areas, while others can cause harm. Further, I believe that pasture-based livestock farming can make more positive contributions than some kinds of crop production. However, agriculture, and food selection, is unbelievably complex, and there are almost always trade-offs; I appreciated John's attempt to tease some of that out. I wish I had the space to unpack more of that here, but I would be happy to do so in a forum more conducive to discussion.

Ultimately, this is why I am thrilled to be a Meat Buyer/Receiving Coordinator here at the Coop, because I believe we are trying to make the best choices we can vis a vis animal welfare, the environment, support for small farmers, etc, and we are lucky to be in a position to do so.

Margie Lempert,  
Meat Buyer



## Tip of the MONTH!

The Environmental Working Group publishes environmental guides to help parents shield their children from environmental toxins, including one with grades for common baby products. To find these guides visit their website: [www.ewg.org](http://www.ewg.org).

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

**FOLLOW!**  
the Food Coop on

twitter



&



Instagram

Pinterest @foodcoop



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

PLASTIC  
REDUCTIONDEAR EDITORS OF  
THE LINEWAITERS'  
GAZETTE,

In the last few editions, the *Linewaiters' Gazette* published articles about various members who try to reduce waste, some even aiming for "zero waste." The most recent example was Ian Fried, who "refuses to purchase [dried fruit] because it comes in plastic." He is right: avoiding plastic is better than recycling it. And, if we are honest, the majority of soft plastic will end up in landfills, even if the Coop provides members with the opportunity to recycle it (having recycling twice a month is not convenient for most). I had similar conversa-

tions with many members of the Coop, who are "horrified" about the amount of plastic found at the Coop. A first step would be to allow members to bring in their own (pre-weighed) containers to fill up any of the dry fruits/nuts/chocolate found in the bulk aisle. Not only will this prevent unnecessary plastic bags, but will also allow members to purchase as much or little as they would like to need, reducing our already over-scripted lives. In addition, it will reduce the amount of food processing necessary, opening up members to work at other, more needed shifts, or creating new shifts, which will focus on other ways to improve the community. Once proposed to a Coop worker, I was told

that this is not possible, "we are too big to change the system." I have been a member of the Bloomington, Indiana Coop, and they could offer such service without any problems. If indeed our computer system is too complicated to change, a group of people could sit down and find creative ways around it, without having to make a major change to the system. I think many other members would applaud such concerted effort.

Yours Sincerely,  
Harald Parzer

PALESTINE, ISRAEL  
AND PSFC

## MEMBERS,

The events at the April 2015 GM have made finding a space to hold a large membership meeting an issue. There is not a clear solution to this. Bad things happened and the outside world noticed. Whoever was responsible for the disruption, and reports suggest it was not a simple situation, bears some responsibility for it not to be possible to discuss this issue at this organization at this time.

That said, the membership have made it clear, from the 2012 vote on, that they do not fully support BDS at the Coop. Letters back and forth in the *Gazette* over the years should have made that clear if it was not clear already.

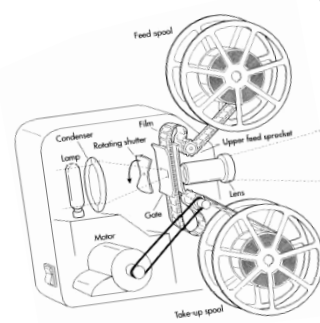
The Brooklyn BDS group has targeted the Coop, which sells only a small number of Israeli products to begin with, now for six years. Are there no other organizations in Brooklyn selling Sodastream and other Israeli products? Perhaps some of them even have higher turnover than the Coop? Or is it precisely because of the participatory democratic organization of the Coop that BDS feels it can bludgeon its way to success?

After six years of BDS and its opponents virtually taking over the *Gazette* with letters and articles that have absolutely nothing to do with food issues, the rest of the membership is tired of this. We are a food store and that is why most members have joined. We don't want to hear more about it now. Move on to another target.

In cooperation,  
Adam Segal-Isaacson

ARE YOU A  
BROOKLYN-BASED  
FILMMAKER?

Would you like to  
screen your work  
at the Coop?

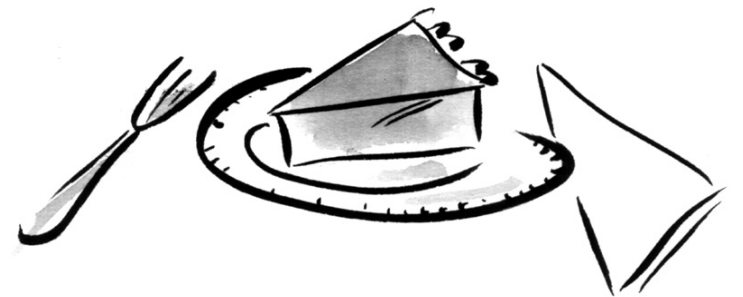


Then submit your film  
for possible inclusion  
in the Coop's  
Friday Film Night  
Screening Series.

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

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

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



**Have you lost something  
valuable?**

**Perhaps you lost it at the  
Park Slope Food Coop!**

**Come up to the  
Membership Office to  
reclaim your valuables.**



## PLASTIC PACKAGING RECYCLING

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

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

**For Coop members only**

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.

**Plastic food storage zip lock bags** (any size), plastic cling  
wrap, and small bulk bags.

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

**For all community  
members:**

Pre-sort and separate according to the categories below.



Toothbrushes and toothpaste tubes  
Energy bar wrappers and granola bar wrappers  
Brita water filters and related items (other brands  
also accepted)  
Cereal and cracker bags/box liners



**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?  
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)





## Charitable

CONTINUED FROM PAGE 5

easy to shift the blame for the consequences of an industrialized food system to the individual consumer. One need only think of the compelling series of ads from the National Resources Defense Council (NRDC) and the Ad Council explaining that “Trashing one egg wastes 55 gallons of water.” Instead, the discussion should be about changing governmental and corporate policy (including subsidies) that maintains the unsustainable status quo, when it comes to food politics.

Similarly, Riches carefully dissects the meaning of the concept of “solidarity,” which appears in “several key EU constitutional documents.” He describes food charity as “uncritical solidarity,” allowing people to

“obscure questions of structural causes... [of] income poverty and inequality.” Without a critical analysis, meals are distributed, but hunger doesn’t end.

Denny Marsh and her family have been Coop members since 2006; she is also executive director of Neighbors Together, a community café serving Ocean Hill, Brownsville, and Bedford-Stuyvesant. In addition to “providing daily warm meals and social services,” Neighbors Together works with low-income people. It helps them to organize around issues like housing and employment, to develop leadership, and to change public policy “so that those who are directly impacted by hunger and poverty have a central voice in creating more just and equitable public policies”—the kind of solidarity that Riches refers to. Marsh adds that most food

banks support strong policies for SNAP benefits and emergency food funding, but that the “network... which is heavily influenced by corporate interests, has historically remained quiet on fighting the deeper political underpinnings of hunger.”

Except for the U.S., the right to food has been ratified by all remaining OECD food bank nations. When people have rights, the state has a duty to “rights holders.” The moral obligation of the state is to ensure that rights are “respected, protected, and fulfilled.” Rights are not just empty laws: “[The right to food] is justiciable. It confers entitlement,” Riches says.

Interestingly, English law recognized a right to food as far back as 1215, in the Charter of the Forest. The law included “the right to honey, grazing rights, and rights to firewood,” all essential to medieval life, and he argues, comparable to the right to adequate nutrition today.

Riches believes that implementing the right to food requires “‘joined-up’ policies and... action,” as well as collaboration across many fields and disciplines. This may include, he says, “national policies ensuring a living wage, adequate benefits, social housing, [and] universal child care....” The right to food, therefore, is



PHOTO BY WILLIAM FARRINGTON

Denny Marsh, Executive Director of Neighbors Together.

not just about food, but about all of the policies and practices necessary for food security in the first place.

In today’s political climate, Riches acknowledges, it might seem too optimistic to call for an increased role of the state. However, even as Republicans attempt to dismantle programs like SNAP (formerly food stamps, and for decades the beneficiary of bipartisan support) and the Affordable Care Act (ACA) that provide social assistance, they fail to suc-

ceed because of the popularity of these programs.

In that way, the right to food serves as a rallying cry and reframing of issues of poverty and food insecurity. The goal is to build social movements, shift participation in public life, create social policies that protect and serve the people, and assert human rights. Riches doesn’t offer easy solutions, but says that a new approach can be the start of a more equitable society. ■

**PLEASE RETURN FOOD COOP  
BOX CUTTERS AND PENS TO THE  
FOOD COOP, IF YOU HAVE THEM  
IN YOUR POCKETS OR AT HOME.**



**THANKS FOR YOUR COOPERATION.**

**Special Ordering  
Temporarily Suspended**

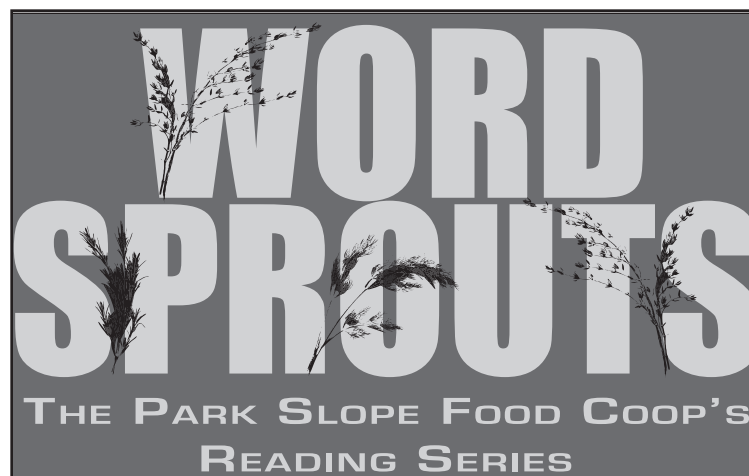


**We will not be taking  
special orders  
11/12/18 through 2/3/19  
(special orders resume 2/4/19)**

**Vitamins/Supplements special orders  
are suspended indefinitely and will not  
resume on 2/4/19**

**No special orders on fresh baked goods**

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



**Are you a writer?  
Do you want FTOP credit?**

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

**Please contact the organizers at  
wordsproutspfc@gmail.com.**



ILLUSTRATIONS BY VALERIE TRUCCHIA



## CLASSIFIEDS

## BED &amp; BREAKFAST

BED & BREAKFAST, THE HOUSE ON 3RD ST, serving Park Slope for over 25 yrs. Large floor-thru, located between Fifth and Sixth Aves. Parlor floor, sleeps 3, private bath, deck, AC, wifi, kitchenette, 12' ceilings! [houseon3st.com](http://houseon3st.com), or call Jane, 718-788-7171. Grandparents are our specialty.

## CLASSES/GROUPS

PAINTING & DRAWING CLASSES. Work from models, still life, basic drawing, landscape. Learn art history; class trips to museums. Students of all levels welcome, beginners to advanced. High school students develop portfolios. Visit the studio to show your work/discuss your goals. 718-499-0154. [painterajr@earthlink.net](mailto:painterajr@earthlink.net).

## EMPLOYMENT

Looking to boost your income? Get a workout? Attention to detail? Ability to think logically? Can do what you are told w/o taking it personally? We might have the right fit for you! CV Moving is looking for part time/day time assistance to help with moves within NYC. Submit your resume at [moving.with.cv@gmail.com](mailto:moving.with.cv@gmail.com).

## HOUSING AVAILABLE

Seeking female roommate to share large 2BR in Windsor Terrace across street from Pros. Park

in elevator bldg. w/laundry. Trains on corner + everything very close. Huge LR DR, window in kitchen. Large BR 2 windows + large closet. Avail. imm. month to month, long or short term \$1200. I'm easy, quiet nonsmoker. Call, text 646-458-1412.

## SERVICES AVAILABLE

RESTORATION Did you break a special vase or chip enamel jewelry? I restore pottery and small objects (antique or just treasured) made of enamel, ivory, horn, tortoise, some plastics and wood, etc. Estimates cheerfully given. References available. Near the Coop. Roberta: 718-623-6777 or [rrgordon42@gmail.com](mailto:rrgordon42@gmail.com).

EXPRESS MOVES. One flat price for the entire move! No deceptive hourly estimates! Careful, experienced mover. Everything quilt padded. No extra charge for wardrobes and packing tape. Specialist in walkups. Thousands of satisfied customers. Great Coop references. 718-670-7071.

HAIRCUTS HAIRCUTS HAIRCUTS. Color, low lights, highlights, hot oil treatments in the convenience of your home or mine. Kids \$20+up. Adults \$35+up. I also specialize in autistic and special needs children and adults. Call Leonora, 718-857-2215.

CV MOVING. Professional and Experienced Mover. No job too big or too small. Providing a stress free move based on Respect, Trust, and Communication. YOUR MOVE IS OUR PURPOSE! NYS DOT #T-39866. As required in all advertisements from licensed movers. Contact 917-822-9590 or [CVMOVING.com](http://CVMOVING.com) so we can assist!

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

THE ARTFUL DODGER is a reasonable, clean, efficient artist run company that has served NY for over 35 yrs. Everything from the initial stages of wall prep to the final coat of paint are handled with the same level of expertise. Insured. Satisfaction guaranteed! FREE estimates. 646-734-0899, [eyegrease@earthlink.net](mailto:eyegrease@earthlink.net).

ATTORNEY CAROL LIPTON has been practicing law for decades with Barton L. Slavin. We represent victims in auto, construction, and slip and fall accidents. We also handle co-op and condo transactions, estates and wills, guardianship, business litigation, and civil and family court appeals. We provide courteous, attentive service. Convenient midtown location. 718-436-5359 or 212-233-1010. [nycattorneys.com](http://nycattorneys.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.



Attorney Carol Lipton has been practicing law for decades with Barton L. Slavin, with offices in mid-town. We represent Accident Victims for Car Accidents, Slip and Falls and Construction Accidents; Sellers and Buyers of Co-ops and Condos; Estates and Wills, Guardianship, Business Litigation, Bankruptcy, and Civil and Family Court Appeals. We concentrate only in these areas of law. 718-436-5359 or 212-233-1010 [www.nycattorneys.com](http://www.nycattorneys.com)



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Director  
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[amy@fittingtributefunerals.com](mailto:amy@fittingtributefunerals.com)



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★ EXCITING WORKSLOT OPPORTUNITIES ★

**Bathroom Cleaning**  
**Monday, 12 to 2 p.m.**

This job involves cleaning the Coop's six bathrooms: two on the shopping floor, one in the basement, and three on the second floor. Using a checklist of tasks the squad of two members will coordinate the work by dividing up various cleaning tasks that include, but are not limited to, scrubbing floor tile, cleaning toilets and sinks, mopping floors, and re-supplying the bathrooms. The Coop only uses all natural products for its maintenance tasks. This job is perfect for members who like to clean and will be conscientious about doing a thorough job. Please report to the Membership Office on your first shift.

**Terracycle—  
Plastic Recycling**  
**Saturday, 3 hours per shift, 1 shift per month, shift meets on the fourth Saturday of the month, 1:30 to 4:30 p.m.**

TerraCycle meets for 12 shifts per calendar year (as opposed to all other Coop shifts that work 13 shifts per year). To offset the one less shift per year, Terracycle shifts are 3 hours long. The shift takes place outside on the sidewalk in front of the Coop during all seasons. Shared responsibilities include: setting up the TerraCycle donation table and bringing supplies downstairs to your work area; staffing the TerraCycle table throughout the shift; educating recyclers and non-recyclers about the TerraCycle program; handing out postcards with the upcoming collection schedule; making sure only acceptable recyclables are donated; boxing up recyclables for shipping; taking boxes to the UPS store; packing up the TerraCycle tables and supplies and returning them to the second floor at the end of the shift. Enthusiatic, people-friendly members are needed. A six-month commitment required. On the shift training will be provided.

**Office Set-up**  
**Thursday, Friday, 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 Mary Gerety or Jana Cunningham in the Membership Office for more information.

**Invoice Scanning (weeknight)**  
**Monday, 6 p.m.**

This job entails scanning up to 75 documents and naming less than 400 documents per week. This is a task- and detail-oriented job, ideal for someone who likes working independently. Must be comfortable using Macintosh computers. As training will be necessary, a six-month commitment is required. Must be a member for six months or more AND HAVE EXCELLENT ATTENDANCE to sign up for this workslot. YOU MUST CONTACT Terry Meyers at [terry\\_meyers@psfc.coop](mailto:terry_meyers@psfc.coop) BEFORE signing up for this slot.

**Invoice Scanning (weekend)**  
**Saturday, 1 p.m.**

This job entails scanning about 150-200 documents per week. This is a detail-oriented job, ideal for someone who can carefully follow instructions, likes things neat, and likes working independently. Must be able to stand for long periods of time. This would not be a good job for anyone with hand problems that would make it hard to use a staple remover to remove about 300 staples. As training will be necessary, a six-month commitment is required. Must be a member for six months or more AND HAVE EXCELLENT ATTENDANCE to sign up for this workslot. YOU MUST CONTACT Terry Meyers at [terry\\_meyers@psfc.coop](mailto:terry_meyers@psfc.coop) BEFORE signing up for this slot.

**WORKSLOT OPPORTUNITY**

**Print Production Professional  
Signage Committee**

The Coop Sign Committee is responsible for designing and producing signage throughout the Coop. You will sometimes put in more than the requisite 2.75 hours per month and will therefore accrue hours. You must meet the following requirements:

- Ability to attend Monday or Thursday night meetings every four-five weeks at 7 PM at the Coop
- Willing to use your own software and to work from home on your own computer
- Must be a Coop member for at least six months
- Must have a good attendance record

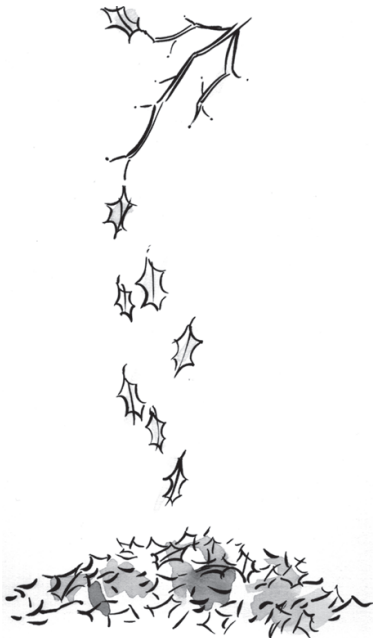
**Seeking experienced PRODUCTION PROFESSIONAL who meets (at least most of) the following criteria/abilities:**

- General graphic design knowledge for signage work (familiarity with InDesign, Illustrator, and Photoshop preferred). Ideally candidate will have access to these tools at home.
- Ability to prepare files for output using a variety of large format print technologies and PDF workflow. This includes reviewing files from other designers and confirming compatibility for output: color specs, sizing, fonts, etc.
- Checking prepared signage files to ensure designs meet Signage Committee stylebook standards.
- Initiating and managing print jobs with multiple sign projects sent to different outside print vendors, according to project requirements.
- Maintaining pending project database and job file archives.
- Direct knowledge of and working contacts with local signage production houses would be helpful.
- Familiarity with different large format printing systems and materials to determine the best fit for diverse indoor and outdoor signage needs.

**If interested, see the ANNOUNCEMENTS on [foodcoop.com](http://foodcoop.com)**

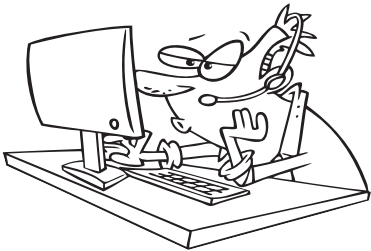
Solution to this issue's sudoku puzzle

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



**LINEWAITERS' GAZETTE**

**seeks members with InDesign knowledge for the production teams.**



**Be one of a four-member team that works every eight weeks on Sunday at the Coop. You must have extensive knowledge of InDesign for print.**

**Please send inquiries to [annetteATpsfcDOTcoop](mailto:annetteATpsfcDOTcoop).**