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Volume NN, Number 11

June 6, 2019

Some Staffers Organize for Possible Labor Union Membership

By Taigi Smith, with additional reporting by Ed Levy

In recent weeks it has come to light that 11 PSFC staff members are fighting to unionize. This news was broken by the *New York Post* on May, 12, 2019, that some employees “are demanding more staffing, better scheduling practices and more transparency from Coop brass.” The *Post* article reported that, “most of the employees were afraid to provide details of their union battle,” citing fears that those in Coop leadership would punish them for speaking out. When contacted regarding these explosive allegations, Joe Holtz, a founder of the PSFC and Coop General Coordinator, referred the *Gazette* to an article he wrote for the May 23 issue, in which he said, “For many months, some staff members have made efforts to unionize the Coop. It is the policy of the Park Slope Food Coop and the opinion of the Coop’s General Coordinators to support staff consistently and support the right of the staff to form a union should a majority vote to do so.”

Staff member Ellen Weinstat, who described herself as a reluctant opponent of the unionization effort, writes that General Coordinators were informed of staff meetings regarding unionization and helped to facilitate a meeting with the union. That meeting occurred in the building on paid work time, and included a meeting attended by most of the Coop’s General Coordinators; most of the Area Coordinators for Membership, Receiving, Bookkeeping, and IT; and a representative from the Retail, Wholesale, and Department Store Union (RWDSU).

Complaint Filed to NLRB

Weinstat pointed out that if a majority of members had signed union cards, the controversy would be over, and the Coop would automatically become unionized. However, citing what they said was active resistance to the unionization effort, on April 23, 2019, the RWDSU filed a formal complaint with

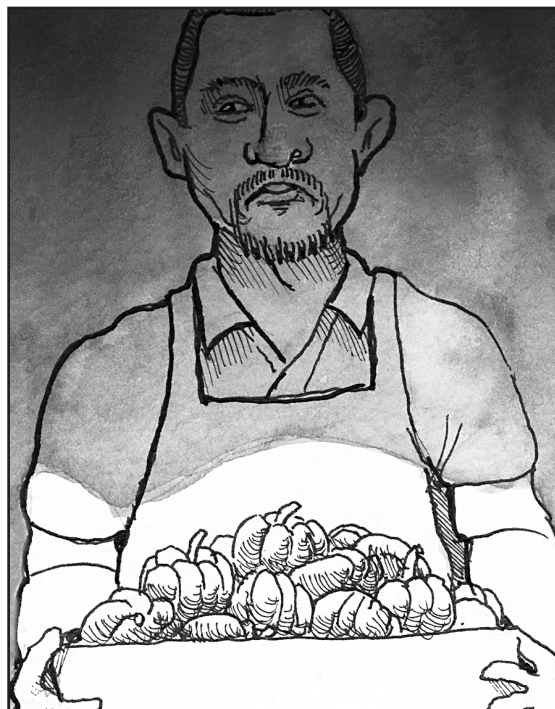


ILLUSTRATION BY TOMMY KANE

Some Coop employees were reluctant to provide details of the union battle.

the National Labor Relations Board (NLRB) against the PSFC, alleging that the Coop retaliated against staff members for attempting to form a union. The *Gazette* obtained the following redacted portion of their complaint after submitting a Freedom of Information Act request:

“On October 25, 2018, [redacted] threatened workers for the support of the Union by stating ‘you should have a back-up plan.’

“On or about October 26, 2018, [redacted] told a worker that [redacted] schedule ‘is likely going to become more erratic,’ the day [redacted] stated this in retaliation for the worker’s support of the Union and to chill the Section 7 rights of the worker.

“On or about [redacted] 2018, [redacted] disciplined [redacted] for lateness, citing alleged lateness going back to the beginning of August 2018, in retaliation for [support] of the Union, which support started on or about August 2018.

“On or about [redacted] 2019, [redacted] and

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PHOTO BY ZACHARY SCHULMAN

Plastic roll bags, reusable bags, and compostable plastic bags in the produce aisle.

America Is Addicted to Plastic—and So Is the Coop

By Gayle Forman

At last March’s GM, the membership voted to de-fund the Terracycle program, which had allowed members to recycle plastics that New York City did not accept. One of the overwhelming arguments against the program was its cost. In addition, many members feel that the Coop should stop expending energy to recycle plastic and start looking at ways to reduce its reliance on it in the first place.

Once upon a time, the Coop

was something of a pioneer in plastic reduction. Years before the New York State plastic bag ban was even a glimmer in Governor Cuomo’s eye, the Environmental Committee presented successful proposals to ban t-shirt shopping bags (which passed in 2007) and to stop carrying bottled water (which passed in 2008). In 2014, the committee proposed a fee on plastic roll bags as a way to discourage usage (taxes on single-use bags have led to significant reductions

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Annual & General Meeting on June 25

The General Meeting of the Park Slope Food Coop is held on the last Tuesday of each month. The June Annual & General Meeting will be on Tuesday, June 25, at 7:00 p.m. at **St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.**

The agenda is in this *Gazette*, on www.foodcoop.com and available as a flier in the entryway of the Coop. For more information about the GM and about Coop governance, please see the center of this issue.

Coop Event Highlights

Thu, Jun 6 • Food Class: Intro to Ferments 7:30 p.m.

Fri, Jun 7 • Film Night: Becks 7:00 p.m.

Sat, Jun 8 • Food Drive to Benefit CHiPS Soup Kitchen & Sun, Jun 9 9:00 a.m. - 7:00 p.m.

Tue, Jun 11 • Plow-to-Plate Film: The Birth of Sake 7:00 p.m.

Fri, Jun 14 • Wordsprouts:

Tragedy and Resistance with Tanya Pollard 7:00 p.m.

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

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Union

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General Coordinator Ann Herpel said unionization will be decided not by the Board of Directors, or by the General Coordinators, or by the members, but only by the staff members themselves.

[redacted] had a disciplinary meeting with [in retaliation for [support] of the Union.

"On or about April 5, 11, and 16, 2019, [redacted] polled employees for their support of the Union by soliciting employees on a proposed neutrality agreement between the Employer and the Union.

"On or about April 5, 2019, [redacted] solicited employee grievances and implied resolution of those grievances."

General Coordinator Ann Herpel reiterated the executive staff's position of neutrality on the issue at the May 28 General Meeting and emphasized that the matter will be decided not by the Board of Directors, or by the General Coordinators, or by the members, but only by the staff members themselves.

Lawyers representing those who filed the complaint were contacted, but did not

return phone calls soliciting comment. Most parties who turned down requests for comment similarly pointed to the open investigation.

Writing in the *Gazette*, Joe Holtz said, "We believe that the complaints against the Coop will be found to be unsupported. They detail a small number of cases in which a General Coordinator is alleged to have said or done something threatening or retaliatory. No dates and few details are provided."

The redacted material shows that dates and some details were included in the NLRB complaint.

What Does It Mean

"A complaint is a fancy way of saying lawsuit," said Timothy Bearese, an attorney advisor in the NLRB's FOIA division. "Somebody filed a charge and the case is still pending. No recommendation has been made yet," said Bearese.

Off the record, a person familiar with the case said, "This was not something that was supposed to go public. The company clearly has some issues with unionization."

Holtz made a point of calling out the union in his *Gazette* article. "We regret that the RWDSU (Retail Wholesale Department Store Union), at the behest of some staff, has decided to pursue an aggressive path to exploring the utility of unionizing the Coop's staff. . . It saddens us to see this issue sow seeds of division."

Another source, familiar with the case, who also asked to speak anonymously because of the sensitivity of the issue, said, "As to why a company might resist a union, there are many reasons. . . We believe that workers coming

together to collectively bargain builds a positive work environment and that workers are the reason companies are successful. People want to shop at stores where they can find things easily, and have the customer/sales service they need. Stores that don't invest in their employees fail."

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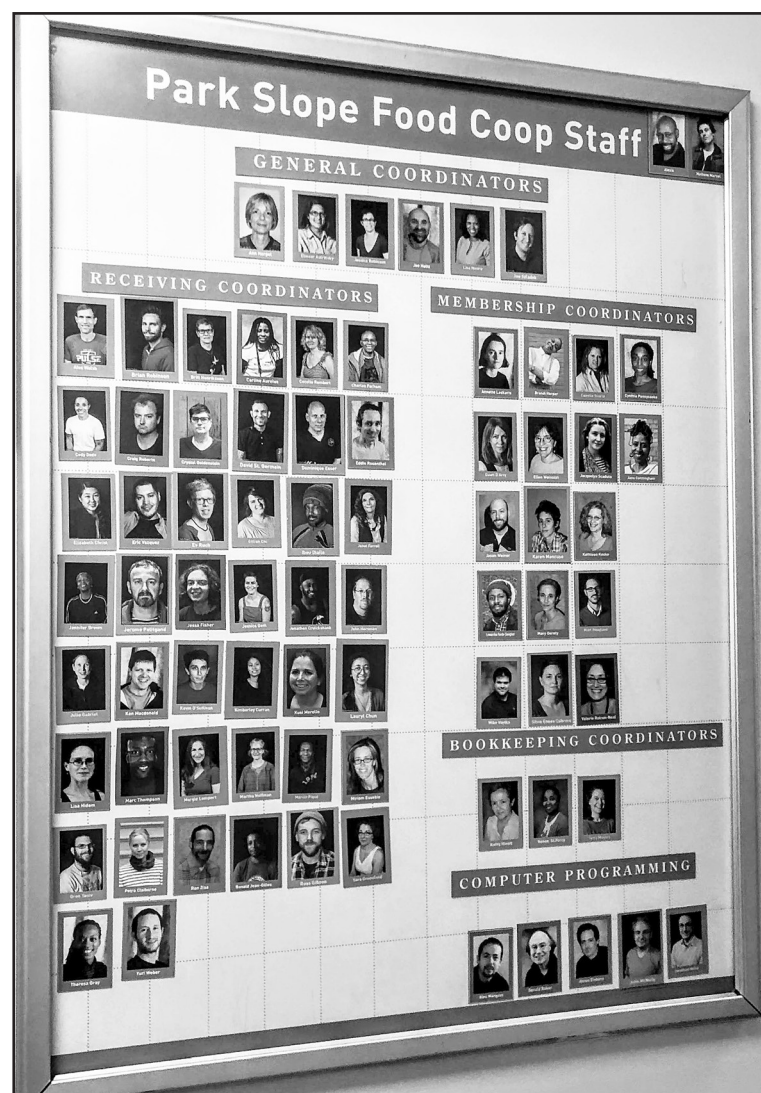
In a recent issue of the *Gazette*, 43 members of the PSFC staff published a letter noting that "the strongest and loudest opposition to unionizing has come from fellow staff members." Weinstein, who herself comes from a staunch union background, does not support the proposed union and regrets how divisive the issue has become among the staff. "To be called a union buster or a scab is dis-



heartening, to say the least," she said. "I am not afraid of retribution from my employer. I don't want retribution from my co-workers."

Another staff member speaking reluctantly, in order not to interfere with the open

ILLUSTRATION TOMMY KANE



PHOTOS BY ROD MORRISON

The strongest opposition to the Union has come from 43 of the Coop's staff.

investigation, saying that the main issue was worker equality. "This is less about money. Broadly speaking, it is in relation to equal treatment for everyone." When asked directly if there was resistance from leadership to unionization, the staff member said, "I think that is a fair assumption."

Membership, Receiving, and Bookkeeping Area Coordinators all currently make the same salary, regardless of how long they have been working at the Coop. IT Area Coordinators are currently at the same salary level as the General Coordinators.

"Forming our own union and joining with the RWDSU connects us in solidarity with other workers and strengthens both the Coop and the labor movement to build a just, sustainable, and equitable economy. Unionizing also gives us a larger anchor and access to resources that could save the Coop money, such as health insurance, retirement benefits, safety training, legal assistance, financial planning, etc. As member owners of the Coop, we know the benefits of buying in bulk and joining together with other to meet common needs. . . We think the Coop is an amazing place, and we are excited to make it even better."

Statement by the Organizing Committee

The PSFC Organizing Committee, the group of workers leading the unionizing effort, distributed the following statement at the May 28 General Meeting.

Unionized grocery stores in the New York area include Path Mark, Food Town, Zabar's, Morton Williams, Fairway, and Gristedes. Neither Whole Foods nor Trader Joe's is unionized at present. ■

ATTENTION MEMBERS

Work to upgrade the passenger elevator will begin mid-July. The elevator will not be available for use for approximately four weeks. Check foodcoop.com for updates.



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.)

Plastic

CONTINUED FROM PAGE 1

in other countries and states) but this proposal, solidly opposed by the coordinators, was defeated.

Since then, the Coop's reliance on plastic has not diminished. As avid environmentalist and member Tracy Fitz points out, members use some 49,000 roll bags a week. And the market for plastic recycling has dried up now that China has stopped buying many plastics, meaning plastics will become more expensive to recycle, and many pieces will just wind up in landfill.

Given all that and given the urgency of the climate crisis, it begs the question: Why can't the Coop, of all places, get its act together and do something to reduce its reliance on plastic?

The Coop Catch-22

Five years ago, when the roll-bag fee was up for a vote, the General Coordinators unanimously and strenuously argued that it would be very difficult operationally, create an unfair burden on low-income members, and incentivize bulk users to turn to pre-packaged products,

the meeting. She emphasized that management opposition was not personal or even philosophical but bottom-line pragmatic. "Our concerns were operational."

The *Gazette* is unaware of any other instances in which the management used the PA system to urge members to come to a GM to vote on a particular issue.

Five years on, those issues haven't gone anywhere, and the Coop has seemingly stalled on solving the plastics problem, even though the mission statement calls for members to "reduce the impact of our lifestyles on the world we share with other species and future generations." But that same mission statement also requires the Coop to "keep prices as low as possible."

In the case of plastic reduction, those two worthy goals appear to be in direct opposition. To make any sort of institutional change—be it switching to biodegradable bags or banning roll bags outright—will cost the Coop. Bio bags, which aren't as sturdy as plastic, are much more expensive. And many staff hours would have to be diverted into any such operational change. Even initiatives that seem simple (like switching

States has banned roll bags. Perhaps this is why we as a nation are so addicted to plastic in the first place. But the question remains: if not us, who? And if not now, when? As Receiving Coordinator Jessica Gath puts it: "Do we want to figure it out now, or are we waiting for some more terrible stuff to happen?"

A Problem for Every Solution

It's not like there aren't ideas out there. There are, but each new initiative has a domino effect that members might not even be aware of. Robinson notes that one of the reasons the bag ban was successful was that the Coop could provide a free alternative conveyance—boxes—for members who forgot to bring their own bags. No such alternative exists for plastic bags. Perhaps the Coop could provide members with a supply of reusable bags each year. In addition to the cost, however, this would cause complications for what is known as the tare (the weight of the roll bags, which the scales automatically deduct from the price of weighed items).

Or take switching from plastic wrap (the Coop uses polyethylene) to cheese-paper to wrap the manchego and cheddar. In addition to the price differential—a foot of biodegradable cellophane costs 12 cents, a foot of plastic wrap costs three quarters of one cent—there's the challenge of mis-stocking, a common problem when member labor, not a paid regular staff, handles food processing. See-through packaging is the only way the coordinators can make sure the Stilton is not labeled and sold as Blue Danish.

Similarly, the most sustainable way to shop is buying in bulk, with members using their own reusable containers. It was reported at the May 28 GM that IT is working on a way to adjust the tare weight so that members can bring their own containers to check-out, although it is a process that is expected to take many months.

Even putting aside the tare issue—the amount members would be charged for the weight of their containers—as Receiving Coordinator Ron Zisa notes, the Coop is limited by space, logistics, and human error. For one, spills on the bulk aisle already make a mess and cause congestion. And what happens if someone accidentally puts peanut oil in an olive oil canister? If we had a paid staff, trained in this



Receiving Coordinator Jessica Gath with a case of Casabianca Buffalo Mozzarella. At the Coop's insistence, they switched the shipping container from Styrofoam to cardboard.

area, it might be different. But we have members who work once every four weeks. "There are too many contributing factors that could lead to a disaster," Zisa says.

It's another Catch-22. The very thing that makes the Coop unique—its member labor—stymies its ability to make decisive change when it comes to reducing plastics.

Our Plastic vs. Their Plastic

Perhaps the biggest obstacle to reducing plastic also contains the most promise. Which is packaging. The amount of plastics that the Coop uses in terms of single-use bags, be it in produce or bulk or food processing, pales in comparison to the plastic that nearly every single item comes in. (The Environmental Committee currently has a study underway to quantify just how much plastic the Coop outputs.) Not only are items packaged in plastic, but they are shipped in pallets that are wrapped in layer upon layer of wrap.

The Coop is but one cog in a vast food distribution network and its ability to effect change on this network is limited. "Part of the problem is that we are bumping up against in different ways is systemic change," says Robinson. "You have to attack that and make incremental changes in the near term."

And yet...for many of its smaller vendors, particularly local vendors, the Coop has enormous buying power that has already led to important environmental changes. For example, the Coop—or more to the point the buying power of its members—has prompted many small farmers to switch to more sustainable agriculture. Could that same economic model not be applied to more sustainable packaging?

Moving away from plastics is going to be inconvenient and expensive. But the question remains: if not us, who? And if not now, when?... "Do we want to figure it out now, or are we waiting for some more terrible stuff to happen?"

Using Our Might

In small ways, the Coop already is using its power to prod sellers in the right direction. Vendors now pack items using cornstarch "popcorn," per the Coop's request. Receiving Coordinator Britt Henriksson told the makers of Casabianca buffalo mozzarella that the Coop would no longer buy their product if they continued to package in Styrofoam; they switched to cardboard. Zisa says that coordinators take into account the



Shopping member fills a plastic roll bag with salad greens.

which use more plastic than the roll bags. For members of the Environmental Committee, the intensity of the pushback was something of a shock. "This is our Coop," says Sensho Wagg, the only member on the present committee who was a member during the contentious vote. Wagg says committee members felt so kneecapped by the forceful opposition to the proposal that they were discouraged from presenting future ideas: "We didn't think we were at war with them."

General Coordinator Jessica Robinson responded that the only PA announcements made were to alert people to the upcoming vote and to urge people to attend

to a different single-use bag) have myriad unexpected consequences. "All of the staff has long lists of things we do," says Robinson. "We try to be as lean as possible with our paid staffing. We are full throttle just keeping the Coop going."

The very thing that makes the Coop unique—its member labor—stymies its ability to make decisive change when it comes to reducing plastics.

In other words, moving away from plastics is going to be labor-intensive and expensive. Perhaps this is why, as Robinson notes, no other large retailer in the United

June Dairy Month Suits Coop Cheese-Lovers

By Hayley Gorenberg

From parmesan and mozzarella to Roquefort and camembert, from freshly curdled to cave-aged, Coop turphiles nibble tons of cheese weekly—four or five times the equivalent in weight of the staggering, thousand-pound giant wheel of cheddar Queen Victoria received for her wedding.

"It is ridiculous the amount of cheese that we actually sell," said Yuri Weber, the Coop's Cheese, Olive and Fine Foods Buyer. Weber said he has to "hustle" to keep Coop shelves filled, and has added bins to hold more of the most popular cheeses, reducing traffic up and down from the basement to restock yellow and white cheddars and red-labeled cheese-of-the-week deals. (The Coop is far from the first to deal with the challenges of moving cheese. Traditional European cheesemakers devised cheese wheels to roll their cheese instead of carrying it.)

Since taking over cheese-buying in 2008—as one of the few non-vegans on staff at the time—Weber has accentuated the interesting. "That's where my buying leads me," he said, showing off a little cloth-wrapped knob. "So interesting! Belper knolle from Switzerland!" The cow's-milk cheese, infused with garlic and rolled in ground black pepper, is advertised as "firm and flaky, rock hard in texture and impossible to slice, making it only suitable for shaving or grating."

Under Weber's direction, the Coop's cheese offerings have become less cow-centric, with more goat cheese and more "high-end" choices, responding to member desires—while maintaining a steady supply of well-priced New York cheddar. Seeking out new sources, Weber found Crown Finish, which ages cheese in Crown Heights.



Cheese cutters are asked to eschew carving "mouse-size bits." They require disproportionately more plastic to wrap. Hunks, sized and priced in the middle, sell best.

"They get the cheese super-young and do their alchemical magic," and then sell to the Coop.

He also made a few cuts. "I got rid of a couple of dogs I thought were really awful," Weber said, calling out "Alpine Lace, low-fat, tastes like nothing. We already have Jarlsberg Lite, low-fat, and tastes like nothing."

Seasonal choices with handwritten labels now fill the Coop cheese case's middle shelves. Fresh goat cheese has arrived, including choices like cheese from Painted Goat Farm in Garrattsville, in the Catskill Mountains.

In late summer and in the fall, year-old alpine cheeses tasting of grazed flowers and herbs appear. Late-winter milkings take on the specific flavor of silage.

The Coop's cheese offerings have become less cow-centric, with more goat cheese and more "high-end" choices, responding to member desires—while maintaining a steady supply of well-priced New York cheddar.

In his Coop cheese-hunting explorations, Weber has toured New York and Vermont cheesemaking facilities and visited Italy, where parmesan and pecorino are made, stopping by a Veneto cooperative where dozens of dairy farmers bring their milk to be recorded and combined to create sottocenere and piave and share the profits. Cheesemakers keep their establishments sparkling clean, using boots and masks to avoid introducing bacteria, maintaining the "art and science, very exacting about what goes in," he said.

Raw-milk cheeses have generated growing Coop interest, Weber said. "Some feel raw milk is healthier," he

said. While milk is generally heated to make cheese, pasteurization heats higher. Raw milk will likely result in more variable taste, he said, noting that runs counter to the sameness and predictability often expected in an age of "the McDonalds-ization of food."

The first cheese may have been created accidentally, after storing milk in a container using material from an animal's stomach. The stomach enzyme rennet causes milk to separate into liquid whey and the solid curds used to make cheese. (These days nearly all cheeses are made using vegetarian rennet.) Hard cheese paired well with dairy production, because it allowed for preserving milk in hot climates. It takes about 10 pounds of milk to make a pound of cheese.

Leopold Bloom termed cheese "corpse of milk" in James Joyce's *Ulysses*—and the Coop arguably kills it further via packaging. "Plastic is probably the worst thing to wrap cheese in," Weber acknowledged. "Plastic suffocates; cheese should breathe." But wrapping our cheese in paper would render the chunks "a black box," and Weber recognizes and shifts mislabeled cheese daily, because "I know what all the cheeses are supposed to look like."

Wax paper allows the cheese to live on, and if one is inclined, in Aisle 4, "We have fancy cheese paper, if you're into that," Weber said, though he considers the material "no big whoop." He vigorously promotes rewrapping soft cheeses if not used the same or next day. "Brie, blue—this is alive. The texture changes each day." He moved on to a camembert, remarking, "This smells great to me. Super-barnyardy." But as time passes, the cheese generates ammonia and "crosses a line where it smells less like

a barnyard and more like a cat litter box," in his opinion. "Washed-rind cheeses tend to be very ammoniated."

Cheese development may include mold, and that's often not a bad thing. For many cheeses, "blue mold just means it's alive," Weber said. "Cultures grow—not just on blue cheese." On the other hand, black or yel-



"It is ridiculous the amount of cheese that we actually sell," says Yuri Weber, the Coop's Cheese, Olive and Fine Foods Buyer.

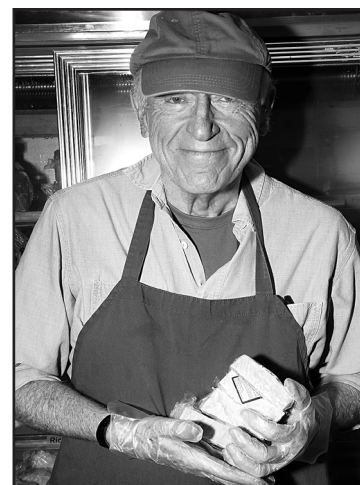
low mold may be "a different call," indicating bacteria introduced after cheese-making, perhaps in the Coop's basement or elsewhere in the distribution chain.

On the far end of the cheesy spectrum, hard cheeses change much more slowly. With that in mind, he personally does not rewrap parmesan, though he uses it quickly.

Members can request custom portions. Weber suggests paging and requesting a bigger or smaller piece of a particularly delectable type. "We'll hook you up!"

Packaging considerations also include environmental factors. Weber stopped buying one brand of buffalo moz-

zarella from Italy because it shipped in polystyrene. Happily, the shipper dropped the packaging. Weber also tries to minimize ordering cheese that must be air-shipped; the exception is said buffalo mozzarella. Weber has posted a diagram in the basement showing how to minimize plastic when wrapping hunks of Coop cheese. He urges



Member Mike Gordon is one of our master cheese cutters.

cheese cutters to eschew carving many "mouse-size bits" of cheese. The bits require disproportionately more plastic to wrap, and while large pieces that don't sell can be cut down, small pieces can languish. Medium "Goldilocks" hunks, sized and priced in the middle, sell best, but he thinks it's fine to accompany them with a few "taste-size so people can try, but also party-size."

Members can request custom portions; Weber suggests paging and requesting a bigger or smaller piece of a particularly delectable type. "We'll hook you up!" he enthused, offering special orders for parties or events. He described a celebratory multi-tiered "cheese cake" of different-sized wheels he recently helped a member create for her friend's birthday.

"We're happy to help people get what they need." ■

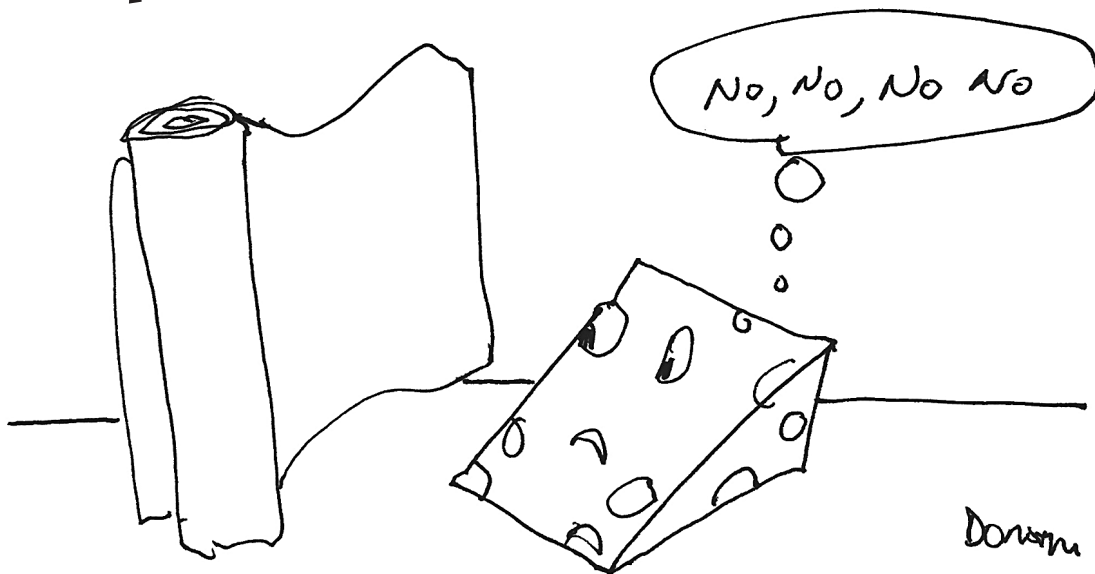


ILLUSTRATION BY JOHN DONOHUE

PHOTOS BY KEVIN RYAN

SAFE FOOD COMMITTEE REPORT

Plow-to-Plate Movie Series Presents: *The Birth of Sake*

By Adam Rabiner
Safe Food Committee

Any serious artist thinks about what to name their piece. This film could have been *The Making of Sake* or *The Creation of Sake* or something else. But why *The Birth of Sake* is best becomes clear as you watch. This may not be true for mass-produced, industrially made sake. But Tedorigawa Yoshida Brewery, founded in 1870 during the Meiji period, is one of the few places still using the traditional Yamahai brewing method to make craft sake.

For a period of six months in winter, from October to mid-April, men travel to the brewery, located in the Ishikawa Prefecture of the Chubu region, where they eat, sleep, bathe, and work practically round-the-clock. During these winter months the men become a family, laboring as a team, led by their head brew-master, Toji, following tried and true scientific processes but also a fair dollop of intuition. During this time they are like parents with a baby. They put in inordinate amounts of care, sweat, tears, effort, and time—day and night. One of sake's stages is actually called "child of sake," the point at which it moves to bigger tanks where it "grows up" and, as one worker observes, "goes to college."

You note the depth of engagement these men have with sake from the very first scene filmed on a dark and cold snowy morning at 5:00

a.m. in January. Inside the brewery, young and older men toil around bubbling, steaming, and hissing vats, often in silence, sometimes barking out observations. Like an army in white uniform, following whispered commands, they purposefully carry out their tasks, sifting rice, stirring, kneading, raking, pounding, and stabbing it, tying ropes, wrapping and bundling sacks. The brewers range from youthful teenagers to men in their late sixties. There are no texts for what they do, the knowledge is passed along from person to person, one year to the next, one generation to the next, through apprenticeships or just on-the-job-training. They learn with their bodies and their minds how to use water, fire, air, and all the elements to make good sake.

The musical soundtrack in the aforementioned scene, with its heavy, rhythmic, tick-tock beat, reinforces the recurring theme of time and is amplified throughout with images of various clocks and wall calendars, time/date stamps, and the passing of the seasons. After work, the cohort gather together in a communal dining room, quietly give thanks for their meal, sip soup, and eat rice with chopsticks. In various scenes, you see the men sharing other meals, watching sumo wrestling on television, chatting, drinking sake and even grape wine, joking, laughing, singing, bathing, and brushing their teeth side

by side. When monk-like living is too much, they read books on their mattresses, which lay on the floors of the dorm rooms, listen to music with headphones, stare into the glare of smartphones and laptops. Occasionally the younger men will go for a smoke-break, or head to town together on their one day off. In one scene, they gather around a convenience-store magazine rack and quiz each other about their tastes in women, porn, fantasies, and favorite fetishes. But their white shirts, white hats, and neatly lined white boots parked outside their lockers await yet another day's work.

April finally arrives and they go home to their respective towns, families, and friends to enjoy the remainder of spring, summer, and fall. These scenes of nature, gardens, and sunshine-drenched farmers' fields filmed in vivid color, take on a dream-like feeling, especially after the dreary black-and-white and sepia tones used to film the brewery in the dead of winter. And perhaps these times back home are remembered as dreams by the men after they return to Tedorigawa Yoshida Brewery the following year, as many of them will do.

Until the next home stay, there is the perpetual cycle of measuring, pouring, and smoothing out the rice on the ground with their hands, raking it, carrying it from station to station, tending to the sake 24-7. And always, there is rubbing rice, massaging and kneading it. This is tac-

tile, laborious work, involving the senses of taste, feel, sight, and smell. Workers test conditions with their hands, and though the brewery has the feel of a factory, there are few machines and little automation. Men sweat profusely due to the heat and the steam. To initiate the magical, mysterious, even mystical fermentation process, someone sprinkles dust-like koji mold onto the steamed rice like a Catholic priest scattering smoky incense at a holy mass.

Tedorigawa Yoshida methods are timeless, but Japan has changed. The younger generation prefers whisky, beer, wine, shochu, imported drinks, and fresher versus bolder tasting sake. Since the 1970s, sake consumption has been in sharp decline, with the number of breweries shrinking from 74,600 in the early 20th century to about one thousand today. Those still around are struggling to survive, relying on exports,

and hoping to revive interest among the young. To ensure Tedorigawa Yoshida Brewery's future and his inheritance, 28-year-old Yachan spends six months each year traveling within Japan and abroad educating and promoting the brand. The son of the brewery's president, he will take over the family business in 2020 and become head brew-master. One key message, "Harmony brews good sake," was learned from his mentor, Toji-san, whom he has known since he was a toddler. Yachan takes over next year, but Hoji says he wants to keep making sake until he's two hundred years old. ■

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

The Birth of Sake will be presented on Tuesday, June 11, 7 p.m. at the Park Slope Food Coop, 782 Union St., 2nd floor. Free and open to the public. Refreshments will be served.

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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.

LINEWAITERS' GAZETTE

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

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

SUBMISSION GUIDELINES

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

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

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

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

You may submit via e-mail to 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.

SUMMERTIME

DON'T FORGET YOUR COOP SHIFT!



If you plan on being away during one of your workslots, please make arrangements to have your shift covered.

One way to do it is to use the Shift Swap at www.foodcoop.com!

If you plan on being away for eight weeks or more, contact the Membership Office to take a leave of absence.

YOUR CO-WORKERS WILL LOVE YOU FOR IT!

RETURN POLICY



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

REQUIRED FOR ANY RETURN

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

CAN I EXCHANGE MY ITEM?

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

CAN I RETURN MY ITEM?

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

NEVER
RETURNABLE

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

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

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

RETURNABLE

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

This Issue Prepared By:

Coordinating Editor: Alison Rose Levy

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Heloisa Zero

Editor (production): Lynn Goodman

Advertising: Mary Robb

Final Proofreader: Nancy Rosenberg

Index: Len Neufeld

WELCOME!

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

Renalou Alibio
Brooke Baldeschwiler
Lara Barransky da Silva
Nora Benson
Ernest Braun
Lorena Camacho
Rebecca Chason-McCarthy
Adam Conner-Sax
Laylage Courie
Pauline David-Sax
Eli Drizin
Rachel Drizin

Jeff Earl
Enid Ford-Oliver
Jair Froome
Carolyn Hietter
Charles Hoberman
Simon Horton
Anina Ivry-Block
Austin Jarvis
Taylor Jones
Bentley Kapten
Sophia Kapten
Max Kaufman
Mary Ann Keeler

Anna Keleher
Choo Choo Kim
Shanta Lindo
Noam Mantel
Kevin McLoughlin
Eleanor Michotte
Shayna Moliver
Patricia Moncure
Angelica Morales
Andy Nguyen
Sophia Nurani
Ian Olds
Kendra Opatovsky

Priya Rajagopalan
Taylor Reed
Elizabeth Roberts
Randi Rosenblum
Christina Sciarillo
Kristina Shlychkova
Dorin Sin
Evan Smith
Abigail Soule
Robert Strickland
Elizabetta Tekest
Isai Turcios
Geneva Vest

Oliver Vickers Batzdord
Carolyn Vilardi
Sarah Walter
Patrick Weaver
Lily Whatsitt
Sacha Yanow
Krystl Yardon
Matt Zaller
Claudia Zefferer
Mark Zumwalt



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

TUE, JUNE 25

GENERAL MEETING: 7:00 p.m.

TUE, JUL 2

AGENDA SUBMISSIONS: 7:30 p.m.

Submissions will be considered for the July 30 General Meeting.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:

Jun 20 issue: 12:00 p.m., Mon, Jun 10

Jul 4 issue: 12:00 p.m., Mon, Jun 24

CLASSIFIED ADS DEADLINE:

Jun 20 issue: 7:00 p.m., Wed, Jun 12

Jul 4 issue: 7:00 p.m., Wed, Jun 26

ALL ABOUT THE GENERAL MEETING

Our Governing Structure

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

Next Meeting: Tuesday, June 25 2019, 7:00 p.m.

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

Location

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

How to Place an Item on the Agenda

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

Meeting Format

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

• Explore meeting literature

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

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

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

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

Attend a GM and Receive Work Credit

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

Following is an outline of the program.

• 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.

• 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 Workslot Credit Attendance Sheets will be available to sign in.

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

jun 6
thu 7:30 pm



Food Class: Intro to Ferments

Fermentation is a technique that has been an essential aspect of food preservation for humankind. Presently, it is resurging in popularity as we discover how closely our evolution is tied into the activity of our healthy gut bacteria. We will work with common fermentation techniques and talk about the science and the culinary application of these living foods. Chefs Sung Uni Lee and Dianne De la veux are teaching chefs who work on the administrative team of the Park Slope Food Coop Cooking Class. With a combined 30 years of teaching experience, they will take you step-by-step so that you can confidently and safely create these living foods in your home. *Menu includes: Yogurt; Kvass; Sauerkraut. This class is vegetarian and gluten-free.*

ASL interpreter available upon request, please contact the Membership Office. Materials fee: \$5. RSVPs by June 4 are appreciated, contact bit.ly/FoodClassRSVP. To inquire about leading a Food Class, go to bit.ly/CCCChf1.

jun 7
fri 7 pm

Film Night: Becks



Inspired by the real life of singer/songwriter Alyssa Robbins, *Becks* follows a musician who moves back to her childhood home in St. Louis after a crushing breakup with her longtime girlfriend. While performing for tips at a local tavern and struggling to reconnect with her ultra-Catholic mother, she strikes up a unique friendship

with the wife of an old nemesis. Becks begins to discover her musical voice as she performs deeply personal songs about her ex and the loss of their relationship. Driven by an original score, the film's musical numbers bring a unique new voice to the American musical movie. Director / Writer / Producer **Elizabeth Rohrbach** is a writer and director based in NYC. Her documentary, *The Perfect Victim*, was on the PBS series *America Reframed* after premiering at the Hot Springs International Film Festival. The film won a Telly Award and was nominated for a Silver Gavel Award. Her short film, *Dylan*, saw a successful festival run and was named Vimeo Short Of The Week and a Vimeo Staff Pick. Liz was a writer/director at MTV, where she won an Emmy Award and multiple CTAM Awards. Her work has been featured on *The Takeaway* with John Hockenberry, *Glamour* magazine, *Verily* magazine, *Psychology Today*, *The Progressive*, *Indiewire*, and the *Feminist Current*.

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

jun 8-9
sat-sun 9 am-7 pm

Food Drive to Benefit CHiPS Soup Kitchen

CHiPS Soup Kitchen, located at Fourth Avenue and Sackett Street, is the recipient of much of our edible but unsaleable perishable food. They also need donations of nonperishable foods. This food will go to CHiPS to help them feed people in the neighborhood who are in need of a nutritious meal. Consider contributing nonperishable foods and commercially packaged foods; canned fish; canned fruits and vegetables; pasta sauce; pasta; pre-packaged rice; pre-packaged beans; canned beans; canned soups; Parmalat milk; dry milk; peanut butter; cooking oil; or boxed raisins. Give donations to the collection table outside the Coop.

jun 11
tue 7 pm

Safe Food Committee Film Night: The Birth of Sake



In a world where mass-produced goods are automated, a small group of laborers brave unusual working conditions to preserve the 2000-year-old tradition of making saké, living and working for a six-month period at

Yoshida Brewery, a 144-year-old family-owned small

brewery. *The Birth of Saké* is a documentary that reveals the passionate story of what it takes to make world-class saké. Currently, stiff competition and the eventual retirement of experienced workers intensify the pressure of preserving quality, tradition and brand reputation. Surrounded by 1,000 competitors, Yoshida must surface as a worthy contender in a market overrun by choices. **See upcoming events, past reviews and a comprehensive list of films shown at www.plowtoplatefilms.com which can now also be reached via a link on the Park Slope Food Coop's home page at www.foodcoop.com.**

jun 14
fri 3:30 pm

Wordsprouts: Tragedy and Resistance w/Tanya Pollard



Coop actors will perform short segments from *King Lear* and *Antigone*. Shakespeare Scholar **Tanya Pollard** is Professor of English at Brooklyn College and the CUNY Graduate Center, and member of the Council of Scholars at Theater for a New Audience. Her books

include *Reader in Tragedy*, co-edited with Marcus Nevitt (2019); *Greek Tragic Women on Shakespearean Stages* (2017); *Milton, Drama, and Greek Texts*, co-edited with Tania Demetriou (2016); *Shakespearean Sensations: Experiencing Literature in Early Modern England*, co-edited with Katharine Craik (2013); *Drugs and Theater in Early Modern England* (2005), and *Shakespeare's Theater: A Sourcebook* (2003). A former Rhodes Scholar, she has received awards from the NEH, Whiting, and Mellon foundations, and the Warburg Institute.

Free for all Coop members & non-members. Refreshments will be served. Bookings: Sarah Schenck, wordsproutspfc@gmail.com.

jun 16
sun 12 pm

Learn About Cheese at the Coop

Cheese education at the Coop continues with another tasting session led by Coop member and American Cheese Society Certified Cheese Professional, **Elena Santogade**. This month's class will feature a selection of unique cheeses from around the world and fun pairings you can try at home!

jun 21
fri 7 pm

Brilliant Pixels: Tackling Your Digital Photo Overload

This is Part One of a two-part series. It's easy to feel overwhelmed by the thousands of photos we accumulate on our phones and computers—especially when you want to record every cute thing your kids do! The cause is simple math: parent + smartphone = taking pictures of your kids—constantly. **Isabelle Dervaux**, photo curator and organizer, will share her three most powerful secrets to tackling the photo clutter on your iPhone and Mac. You'll learn to: find photos like magic; the quickest way to make albums; make pain-free decisions about what to keep and what to let go; use the one shortcut that changes everything. Coop member Dervaux uses her artist's eye and sensibility to help busy New Yorkers tell their family stories; empowering them to organize, rediscover, and curate their photo collections so they can be passed on to the next generation.

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

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

jun 6–aug 27 2019

jun 22
sat 12 pm

Beginners' Yoga

Are you curious about yoga but feel intimidated by the prospect of entering a studio class? Would you like to do a workout that moves your body and mind? Be with a teacher who sees you as a unique person rather than a number? Then come to this beginners' yoga workshop. Rebecca will create a welcoming environment in which to playfully explore your movement patterns creating a space where you can feel better, be more and creative. Please bring a yoga mat. Two large bath towels will be helpful but are not required. **Rebecca Schwarz** is a 500-HR Yoga Alliance Certified Instructor. She received her training from the world-renowned YogaWorks studio based in NYC. She teaches chair yoga in Brooklyn and Queens. Rebecca has been a Coop member for 13 years.

jun 23
sun 12 pm

Sweet Relief Home & Office Counseling

Declutter. Clear. Transform. Make room for yourself! Be inspired, productive and at peace in your spaces. Clear overwhelm and shame. Open your space and life to new possibility. Allow your home and workplace to support you to thrive. **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.

jun 25
tue 7 pm

PSFC JUN Annual and General Meeting



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

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

I. Member Arrival and Meeting Warm-Up (7:00-7:15)

Please read materials relevant to the meeting that are available at the entrance tables.

II. ANNUAL MEETING AGENDA:

Item 1: Presentation of the Audited Financial Statement

Report & Vote: Representatives from Cornick, Garber & Sandler, LLP, the Coop's outside auditor, will present the audited financial statement for the year ended February 3, 2019. Members will have the opportunity to pose questions to the auditors following their presentation. Members will vote whether to accept the audited statement.

Item 2: Board of Directors Election

Election: Two three-year positions are open for the Board of Directors. The candidates will make brief presentations to the meeting prior to the vote.

III. GENERAL MEETING AGENDA:

Item 1: Renewing the Services of the Auditor

Proposal: To retain the services of Cornick, Garber & Sandler, LLP, to perform

an audit of the Coop for the fiscal year ending February 2, 2020.

Item 2: Election of Officers

Election: Following the election of members to the Board of Directors at the Annual Meeting, the General Meeting will elect Officers of the Corporation: President, Vice-President, Treasurer, and Secretary. The President and Vice-President shall be, at the time of election, members of the Board of Directors. The positions of Treasurer and Secretary can be elected from the membership at large.

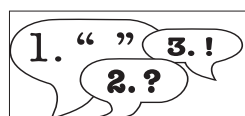
IV. Board of Directors Meeting (9:30)

V. Wrap-Up (9:30-9:45). Includes member sign-in for workslot credit.

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

jul 2
tue 7:30 pm

Agenda Committee Meeting



The Committee reviews pending agenda items and creates the agenda for future General Meetings. Drop by and talk with committee members face-to-face between 7:30 and 7:45 p.m. Before submitting an item, read "How to Develop an Agenda Item for the

General Meeting" and fill out the General Meeting Agenda Item Submission Form, both available from the Membership Office or at foodcoop.com.

The July General Meeting will be held on Tuesday, July 30, 7 p.m., at St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.

jul 9
tue 7 pm

Safe Food Committee Film Night: One Man, One Cow, One Planet



One Man, One Cow, One Planet exposes globalization and the mantra of infinite growth in a finite world for what it really is: an environmental and human disaster. But across India, marginal farmers are fighting back. By reviving biodynamics, an arcane form of agriculture,

they are saving their poisoned lands and exposing the bio-colonialism of multinational corporations. *One Man, One Cow, One Planet* tells their story through the teachings of an elderly New Zealander many are calling the new Gandhi.

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

jul 12
fri 7 pm

Wordsprouts



Authors to be announced.

Bookings: Sarah Schenck, wordsproutspfc@gmail.com.

still to come

jul 20

Learn About Cheese at the Coop

aug 2

Film Night

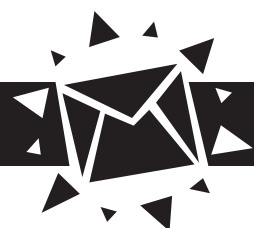
jul 30

PSFC JULY General Meeting

aug 27

Sweet Relief Home & Office Organizing

LETTERS TO THE EDITOR



DAMAGE TO MORALE

DEAR MEMBERS,

I am heartbroken.

As I am going to be retiring within a year, I have tried to stay out of the fray—but thanks to scurrilous reporting in the *New York Post*, I have to say something.

I agree with 90% of the letter submitted by my co-workers (see *Linewaiters' Gazette*, May 23, 2019), those who are upset about how the unionization effort has happened. I hesitated to sign it as I have not reached a conclusion about what I think the final outcome should be.

First, and to be clear, it is NOT TRUE that “the paid staff” is seeking to unionize. It is true that a small group of Area Coordinators (those of us who are not General Coordinators, mostly paid by the hour) enlisted a union to unionize us.

When the rest of us heard about it, we all met (in the meeting room, with the knowledge of—but without—the General Coordinators, on paid time). Many of us questioned whether this was the appropriate response to existing problems. There was agreement that work needed to be done, but most of us were not ready to proceed with the unionization process. We are a unique organization, and felt we could at least attempt cooperation among us first. We formed subcommittees and have been working on serious proposals. Many of us (most of us?) believed that the unionization move was on hold while we worked on our

process. We were wrong.

When the union organizing group made demands with a deadline, we had another meeting with a representative of the union (also in the meeting room, on paid time). There was no agreement for the union group to move forward. They did anyway.

To give credit where credit is due, this has “popped a pimple” as someone said to a supposed newspaper. There are issues that were laying underneath that needed to be brought to the surface, unhappiness among some staff of which the rest of us may not have been aware.

But I am seriously worried about the damage this has done. Morale is about as low as I have ever seen it.

As someone who grew up with unions, who has always believed in the union movement, I am devastated. I have felt patronized by those who don't know me or my history. I have been terribly disappointed by the tactics that have been used—false statements, manipulation, lack of transparency. People with whom I have been working with for decades have been attacked and mischaracterized. Lies are being spread. My foundation has been shaken. Now that I have finished writing this, I have reluctantly concluded that if I haven't trusted the process, I would have trouble trusting the outcome created by that process. I have decided to sign the letter submitted by my co-workers. With sadness.

Ellen Weinstat,
Membership Coordinator

THANK YOU AND PLEASE

DEAR MEMBERS,

I love coming to work at the Park Slope Food Coop. From the day I started working until only recently, I have felt welcome every day by all my co-workers. I did not feel different, privileged, or accused of being a Union-Oppositor. But this is not about me or my feelings, it is about the working conditions at the Coop and the thought of unionizing. It is about the wedge that has been driven into our work lives. The thought that there is an Us and a Them.

It is about health insurance. Guess what? We have it, the Platinum Plan.

It is about a great Retirement/Compensation package. Guess what? We have it.

It is about bosses taking advantage of employees, excluding employees from any decision-making, finding ways to deduct pay for benefits, bosses sitting in some cushy corner office, playing golf on the weekend and partying on their yacht. Guess what? We DON'T have that.

Our GCs are on the floor, early in the morning, late at night, and ready to help when needed.

Their stewardship has kept the Coop going for all these years, their financial decisions have kept the mark-up low for all members. Their outreach has inspired many other coops to be just like us.

We are not in a utopian world, where everything is just perfect. We have our differences, we have our problems. We also have a will to work on it together. We are working on it together.

It is a pity that through misinformation, bullying, fake news (yes fake news), and threats, we are told there is a better way. We are told that there is this outside organization, whose workers have different pay scales (imagine that), that can apparently swoop in and fix all our problems! I don't believe it.

We all are working hard to buy the best food, the freshest produce and to service all members of the Park Slope Food Coop. We already are the union of people that have come together to create a better Food Coop.

In cooperation,
Annette Laskaris,
Membership Coordinator

A SPIDER IN MY SALAD

TO THE EDITORS:

I have to say that my experiences at the Food Coop have been great, both working and shopping. I've met a lot of terrific people.

I have two issues. First, somewhat minor and perhaps unavoidable, I had a spider crawl out of my mixed salad greens (as I was eating the salad!) It was a large creature which I believe was a woodlouse spider (*Dysdera crocata*). Sadly, it died before I could liberate it to the great outdoors.

Is there a way to shake the loose greens for such critters?

More importantly, I was sad to read in the *New York Post* (and I take the article with a grain of salt, given the provenance) that there is currently a struggle to unionize. This should not be sub rosa. This should be discussed and perhaps voted on by the members.

I am absolutely pro-union and support workers' rights. The devil is always in the details and I think the membership deserves those details and a full discussion.

George M. Carter

RESPONSE TO GEORGE CARTER

HELLO

Thank you for sharing your thoughts with us. Welcome to local season! We currently receive loose mixed salad greens from a few “local” farms: Hepworth Farm in Milton, NY, a network of small Pennsylvania farms through Lancaster Farm Fresh Coop, and Queens Greens farm in Massachusetts through Myers. We buy this loose salad mix in bulk, usually in 6-lb bags (plastic) that travel in cardboard boxes for extra protection. Every week we will sell about 60 cases of loose salad mix, or 360 total pounds. We do not shake the salad mix out: beyond the complication and hygiene of it, handling the baby greens will increase bruising and wilting. The good news about a woodlouse spider is that its presence does indicate fresh lettuce, short travel time, and the absence of processing.

With regard to the unionization issue, members need to do nothing. The union may

file a petition for a representation election after collecting signatures from at least 30% of our paid staff. A majority of votes decides the outcome.

Cecelia Rembert,
John Horsman
Produce Buyers

COOP ANGELS

DEAR LINEWAITERS' GAZETTE,

The other night, I overheard a member called another member an “inconsiderate b*tch” (under her breath, but barely) for standing at the juncture of the health & beauty aisle and yogurt cold case while checking her smartphone. Moments later, I saw a member use a little bit TOO much pressure to tap another member on the shoulder so that he could get into the freezer case to get the last Beyond Meat burger box. Sadly, these aggressions felt as routine as someone paging for the CBD case to be opened for “a second time.”

At the Coop, we have squads that keep our produce fresh, our children watched, our goji berries bagged, and our cultural lives enriched—but where is the squad that attends to our psychic unrest as we shop the narrow aisles of our beloved Coop? I have a suggestion: we create a squad of “Coop angels” (or faeries?) that walk the floor in search of people that need help or conflicts that need resolved. In order to do their best work, the angels would attend a mediation training specific to the Coop (complete with role-playing), as well as the “mental health first aid” training that city is currently offering. In moments of neutrality, the angels would pass out little nibbles to shoppers, as well as stickers and other goodies, to keep spirits high. When the lines are overly long, angels could stop and offer people crayons and paper, or perhaps lead the line in a rousing game of “whisper down the lane.” There's lots of room for creativity here.

The Coop's soul needs a good zhuzh, a gussy, a glimmer: bring in the angels.

You think I'm joking, but I'm not! As a member of the video squad, I'd happily make the training video.

Angel-in-training,
Adam Brody



ILLUSTRATION BY ROD MORRISON

Coop Job Opening: **REVISED** Membership Coordinator

Membership Coordinator work is divided among three areas: supervision of the Membership Office Committee; providing operational, managerial and policy support to the shopping floor during shopping hours; oversight/coordination/ongoing innovation of the Coop's administrative functions. As with all paid staff positions, the main goal of the Membership Coordinator team is to facilitate the member labor system and to ensure the smooth functioning of the Coop for shoppers and working members.

All candidates must possess these qualities:

- Excellent administrator and problem solver with strong organizational skills and the capacity to do accurate, detailed record keeping
- Reliable, and self-motivated and able to identify and evaluate the Coop's needs and prioritize tasks
- Very comfortable with computers (Macs and Microsoft Office a plus) and computer and online systems in general
- A team player with outstanding communication and listening skills who enjoys lots of interactions with people
- Able to oversee the work of others, give constructive feedback, delegate, train and explain procedures and policies
- Prepared to commit to working on many of the major Federal holidays, and during the winter holiday season which stretches pre-Thanksgiving through the end of January, which sees the Coop's highest weekly sales volume

Hours: Approx. 40 hours in 5 days/week Thursday through Monday (Tue/Wed off). Weekday schedules will be afternoon/evening hours (some shifts until 11:00 p.m.). Saturday and Sunday hours will vary, though shifts are between 6 and 8 hours in length.

Wages: \$28.12/hour

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

Working Environment: Candidates must be comfortable in noisy, hectic surroundings in close quarters with others and able to navigate our three-floor work environment, including going up and down stairs, some lifting, kneeling and ladder use.

Pre-Requisites:

Candidates must be current Park Slope Food Coop members for at least 12 months immediately prior to application. Candidates must have worked at least two shifts in the Membership Office prior to being interviewed. If you have not met that requirement and wish to schedule shifts in the Office please submit your application, and then immediately contact the Coop at hc-membershipcoordinator@psfc.coop to schedule shifts. Please put "Schedule Shifts" in the subject field.

How to Apply:

Attach resume and paste cover letter at the link below:

<http://bit.ly/PSFC-MC2019>

Applicants will receive an acknowledgment of receipt of application via email. Please do not call the Membership Office to check on the status of application. Applications will be reviewed on a rolling basis until position is filled, at which point all applicants will be notified. If you applied to a previous Coop job offering, please re-submit your materials.

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

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.
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Contact me to accomplish all your real estate goals. As your neighborhood real estate expert, I would be happy to help you.



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CLASSIFIEDS

HOUSING AVAILABLE

2 beautiful large private adjoining rooms - 11th St. near Seventh Ave. Close to F/G + Prospect Park. Like 1 bedroom apt. with shared dining room + kitchen. \$1,700, \$1,850 for couple. Utilities, WiFi included. Text 718-431-5276/ scep11215@gmail.com.

MERCHANDISE- NONCOMMERCIAL

Hoover HEPA vacuum cleaner 4 allergy sufferers \$40 or Dyson DC17 \$100. Farberware coffee/herb grinder \$10. New electric can opener \$10. Krups 10-cup coffee maker \$10. Maxim cappuccino maker \$40. Delonghi toaster oven \$14. Sun-beam toaster \$8. George Foreman grill \$15. Ask about my bikes. Marc 718-314-5462 or 718-636-6348.

MERCHANDISE WANTED

Our 6-month-old granddaughter is visiting us in Bklyn in July. We need to borrow or buy used baby stuff: small stroller, high chair, clip-on seat, bouncer w/rocker seat. Please email ralph.engelman@gmail.com.

SERVICES AVAILABLE

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

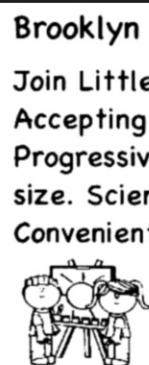
HAIRCUTS HAIRCUTS HAIRCUTS. Color, low lights, highlights, hot oil treatments in the convenience of your

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.

MADISON AVENUE HAIRCUTTER is right around the corner from the Food Coop, so if you would like a really good haircut at a decent price, please call Maggie at 718-783-2154. I charge \$60. I work from Wednesdays thru Sundays 9 a.m.-5 p.m.

VACATION RENTALS

Rent a charming one-bedroom apartment in Paris from longtime Coop members. On the top floor with an elevator and quintessential views of Paris rooftops in a lovely residential neighborhood. Wi-fi, cable TV, DW, W/D, free calls to U.S. Photos/description: homeexchange.com/en/homes/view/425686. email: magisson@gmail.com.



Brooklyn Co-op Preschool Ages 3-4

Join Little Wings now in our 5th year! Accepting applications for Fall 2019-2020. Progressive philosophy, nurturing, small class size. Science, math, art, music, and movement. Convenient to Park Slope and Barclay Center.



queenstreet321@yahoo.com
917 856 0058



PHOTO BY ZACHARY SCHULMAN

Plastic bags containing bulk items.

Plastic

CONTINUED FROM PAGE 3

amount of plastic in packaging when they consider whether to stock a new product.

But what would happen if Coop buyers asked popular providers like Bread Alone to package loaves in paper, or told Gotham Greens it would no longer purchase lettuce packaged in clamshells? “The Coop could be a leader in starting the conversation,” Robinson notes. But only if the coordinators are directed by the membership to prioritize sustainable packaging.

In the meantime, coordinators call for education to come first, though it should be noted, this was also what they called for when they opposed the roll-bag fee five years ago. And while education is important—see the boxed text—at this point, with our engaged membership, is it really lack of awareness that’s the issue? Or is the issue whether the Coop and its 17,000 members are willing to do the hard work to take a lead on tackling what’s both an enormously complicated and also starkly simple issue: How to reduce plastic.

As Greta Thunberg, the Swedish teen who kicked off the global climate walkout movement, puts it in her Ted Talk (if you haven’t seen it, Google it now): “We already have all the facts and solutions. All we have to do is to wake up and change.”

Four Things Coop Members Can Do Right Now to Reduce Plastic

- Re-use bags—whether you buy cloth bags, re-use roll bags, or repurpose other plastic bags to store bulk and produce in.
- Buy bulk using re-usable bags or containers, knowing you will pay for the weight of the container.
- Buy products with minimal

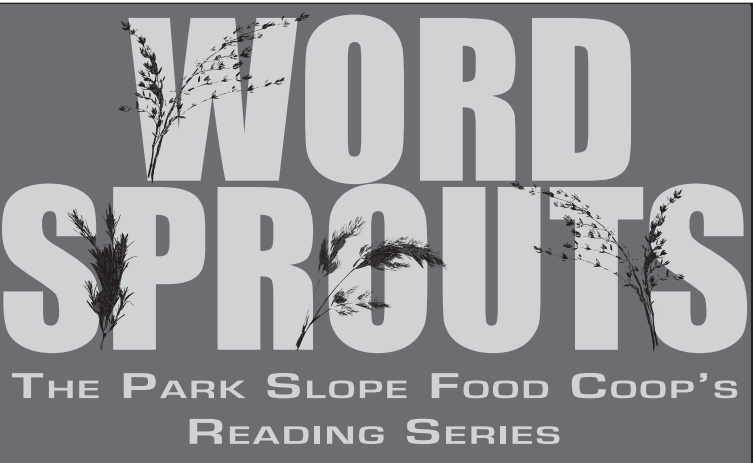
or sustainable packaging.

- Bag multiple produce items together..

Seven Initiatives the Coop Could Implement to Reduce Plastic

- Install single-use bag dispensers with bags made from recycled plastic. The single use bags discourage shoppers from grabbing multiple roll bags. Recycled bags are better than nothing.
- Install signage and reusable bags near roll-bag dispensers—49,000 bags per week, remember?—encouraging members to reduce or re-use plastic bags, store more than one item per bag, or switch to reusable cloth bags.

- Provide members with a supply of reusable produce and bulk bags each year.
- Create a small receptacle to use within carts so members can contain bulk produce pre check-out and then consolidate when they pack their food later (the produce version of an IKEA yellow bag).
- Replace plastic roll bags with for-free bio bags, using proceeds from the charge to offer a rebate for members receiving SNAP benefits (which do not cover the plastic bags).
- Pressure vendors to switch to sustainable packaging materials.
- Create a sustainability coordinator staff position to focus on this issue. ■



**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.**

PLASTIC PACKAGING RECYCLING

Wednesday, June 12, 3:45-6 p.m.

Saturday, June 22, 1:45-4 p.m.

For Coop members only

Please be prepared to show your Coop membership card.

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

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

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

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

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

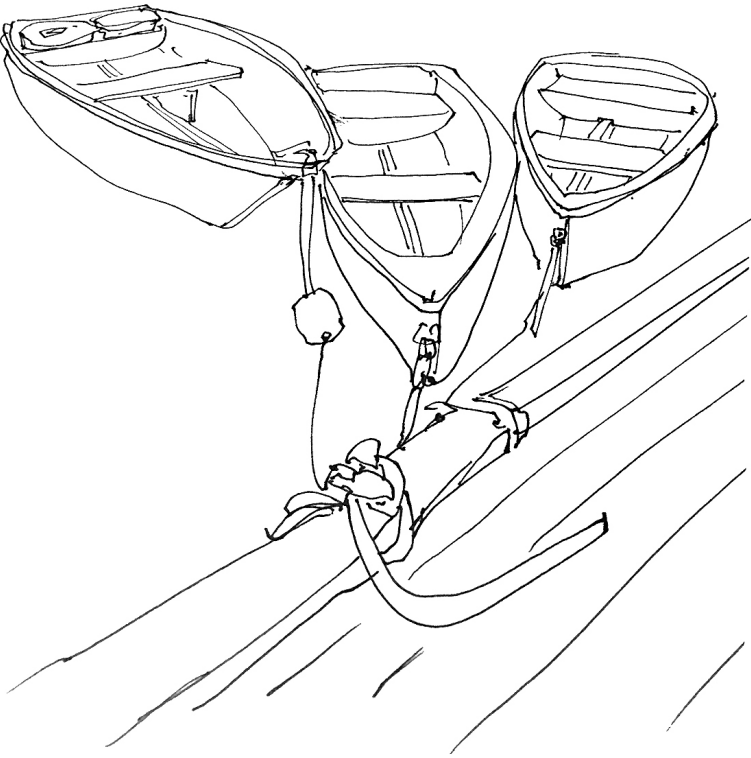


ILLUSTRATION BY JOHN DONOHUE