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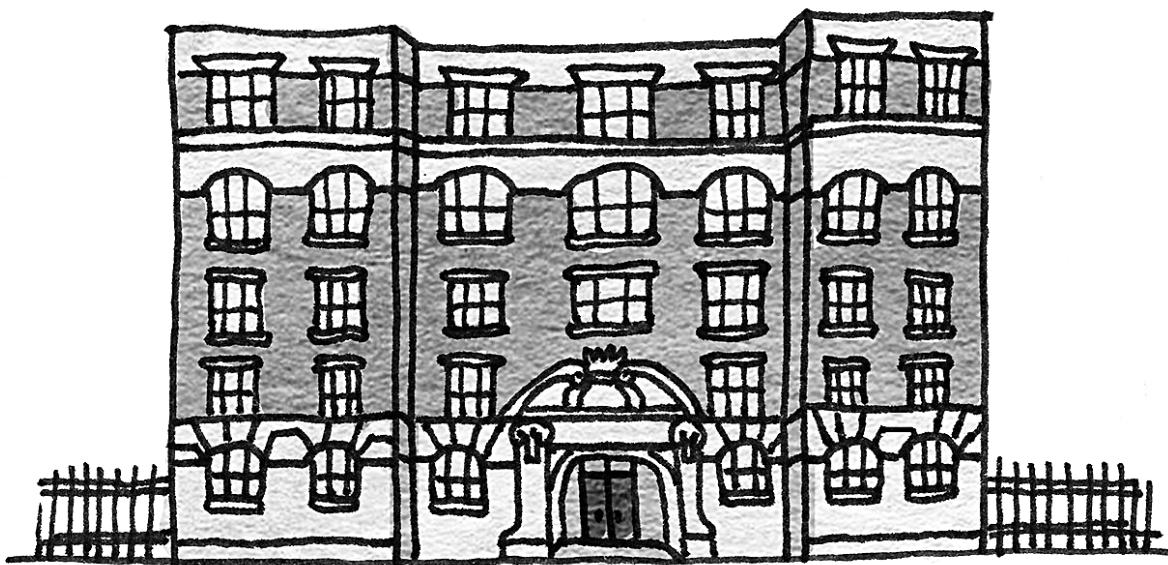
LINEWATERS' GAZETTE

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Volume NN, Number 18

September 12, 2019

August General Meeting Extends Retirement Age, Rejects Theater Project Funding Bid



The spacious and renovated auditorium at John Jay High School on Seventh Avenue is the Coop's new home for the monthly General Meeting.

By Frank Haberle

The Coop's August General Meeting was held in the vast auditorium of John Jay High School. The well-attended event saw two proposals debated by the attending members. In the first, the Coop's retirement program was modified to extend the retirement age for members an additional five years. In the second, members voted against a bid to have the Coop donate \$3,800 to support the production of the play *Sweat* by Lynn Nottage at the Irondale Theater Company. Other highlights

included coordinator reports from Joe Holtz (finance update), Ann Herpel (settlement of the National Labor Relations Board case) and Joe Szladek (recent power outages and their impact on the Coop).

Modifying the Coop Retirement Age

Proposed by PSFC member Ruth Willner, the first agenda item asked the Coop to extend the maximum retirement age, and to adjust the required years of membership accordingly. The maximum age would

be extended from 65 years of age to 70 years of age. A 65-year-old will be able to retire if they've been a member for 20 years; 66 years old, 18 years; 67 years old, 16 years; 68 years old, 14 years; 69 years old, 12 years; and 70 years old, 10 years.

Questions included an FTOP worker who once took leave from her work to care for an ill family member and was informed that those two months would be added to her time of retirement. Was this official Coop policy? General Coordinator Ann

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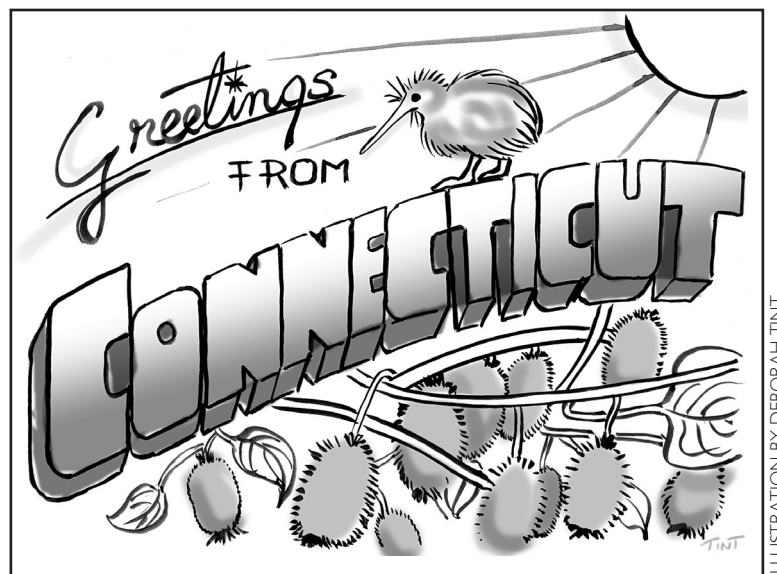


ILLUSTRATION BY DEBORAH TINT

Fall Harvest Still Strong Despite Climate Change

By Heidi Brown

News about our changing climate is getting increasingly grim: Hurricanes growing in intensity; wildfires more destructive; and low-lying towns now reckoning with the inevitability of rising sea levels. Even our food is affected. According to the federal government's 2018 Fourth National Climate Assessment, climate change is rapidly affecting farming conditions around the country. By 2100, it could be too hot to grow walnuts, and water may be too scarce to cultivate almonds in California, which

currently produces 80% of the world's supply.

Because of its close relationships with farmers and suppliers around the country, the PSFC is, in some ways, on the front lines of farming and climate change. According to our produce buyers, though, the situation is not exactly apocalyptic—but it's still challenging, especially for producers. "We certainly notice the effects of extreme weather events every year," says PSFC Produce Buyer Ken Macdonald. "Long periods of rain, droughts, early and late

CONTINUED ON PAGE 3

Next General Meeting on September 24

The General Meeting of the Park Slope Food Coop is held on the last Tuesday of each month. The September General Meeting will be on Tuesday, September 24, at 7:00 p.m. at **John Jay Educational Campus, 227 Seventh Ave., between Fourth and Fifth Sts.**

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

Fri, Sep 13 • Wordsprouts:

Children's Picture Book Creators 7:00 p.m.

Thu, Oct 3 • Food Class:

Classic Pie 7:30 p.m.

Fri, Oct 4 • Film Night: 7:00 p.m.

Tue, Oct 8 • Plow-to-Plate Movie Series:

A Prayer for Compassion 7:00 p.m.

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

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August GM

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Herpel responded that if the member had used banked FTOP she would not have lost time. Another member asked, "If somebody wants to join the Coop at the age of 65 or 70, they are still going to have to work shifts well into their 80s. How are they going to do shifts?" Ruth responded that everybody should work and that the work doesn't have to entail physical labor—there are opportunities to work in the office, at cash registers or in other needed areas.

"As a committee we conduct forums about NAFTA and other trade policies with activists and researchers reporting their findings, but we haven't had many people come. We wanted to do something different."

—Susan Metz

In discussion, Edie, an attorney by trade, stated that "As this is drafted, this doesn't make much sense as 'retirement guidelines.' The proposal doesn't include official terms. If we adopt this it could be problematic as presently stated." Several members asked about the Coop's policies toward disabled and/or infirm people. General Coordinator Ann Herpel said the Coop has a policy that people with permanent disabilities can provide documentation

and can join as nonworking members. "Right now the total of nonworking members is 16.6 percent," Ann added, "of whom 7 percent are retired members."

After an agreement to make adjustments to the wording of the proposal, the proposal was re-read and voted on. The proposal was approved by a majority of members.

Collaboration with Irondale

Two members of the PSFC International Trade Education Squad (ITES), Susan Metz and Willie Naess, proposed the Coop grant ITES \$3,800 and 20 work slots to collaborate with the Fort Greene-based Irondale Theater Ensemble Project to produce a "music-stand reading" of Lynn Nottage's Pulitzer Prize-winning play, *Sweat*, about NAFTA's effect on U.S. workers. If awarded, the play would be presented free for up to 250 Coop members each of two nights, October 22 and 28.

As Susan said, "As a Committee we conduct forums about NAFTA and other trade policies with activists and researchers reporting their findings, but we haven't had many people come. We wanted to do something different. We are asking the Coop to provide us with a small grant to support this theater production." Susan added that as the Coop is a \$55 million dollar business, \$3,800 was a very small amount to ask. The

committee presented a two-page proposal with a line-item budget on how \$3,800 would be spent, a breakout of the FTOP shift responsibilities and a schedule for the event. In a short video, Irondale's executive director and the play's director spoke of how they were looking forward to collaborating with the Coop.

Questions from the floor included member Cynthia Lawson, an educator, who asked, "I'm interested in what you perceive as social change if a couple hundred Coop members are going to see it." Another member asked, "How are you going to get that many people there—even if it's free?" In discussion, Coordinator Joe Szladek said, "I'd like to correct something—Susan says we have \$55 million. This is a misconception—all the money that comes into the Coop, goes into the Coop. I appreciate the idea but I think asking the Coop to give money for a play seems like an odd investment." Another member said, "Why couldn't we ask for a \$7 admission fee, rather than have the Coop put the money up front? This project is very far removed from our mission." Recording Secretary Jessie Rosenfeld said that "if Coop money and FTOP shift money are to be set aside, they should be set aside for development of other coops." Mike, an Office worker, said, "Does the Coop even have any business thinking about funding this?

What are we headed down if we do this? Think of the money involved—we have to sell \$22,000 worth of groceries to generate \$3,800. Why don't you start a kickstarter program instead?"

Others spoke in favor. Said one member, "I feel that we need as a Coop to think about how to extend ourselves—we live in difficult times. I support this proposal, and I would like to see this go ahead." Another added "Don't underestimate the power of the theater to educate people." When voted on, the proposal was rejected by the members.

Coordinator and Committee Reports

Prior to the proposals and votes, coordinators updated the membership on the Coop's steady financial standing, labor issues and the physical plant. General Coordinator Joe Holtz presented the most up-to-date financial statements for the Coop, providing a 24-week statement for the period ending 7/21/2019 alongside comparative numbers for 2018. The Coop's gross margin increased to 17.54% vs. 17.46% for the first 24 weeks last year, while expenses are down to 16.72% of sales, below last year's percentage of 18.06%. Sales per week were 1.76% higher than the first 24 weeks of last year. In response to a question about last year's equipment and repair costs and what we project for the year ahead,

Joe reported that the repairs focused on replacing many of the refrigeration units on the shopping floor and necessary repairs to the elevator—costs that shouldn't be repeated going forward.

Under her proposal, Ruth [Willner] stated, "You do not have to retire. You can stay on your squad. Or you can find another way to remain active."

Ann Herpel reported on the NLRB case, reading the General Coordinator's statement and assuring members that the NLRB's three-month investigation into a complaint of unfair labor practices concluded that the allegations were without merit, and that any decision to unionize remains an employee decision. [See page 6 for more on this issue.]

Joe Szladek updated members on the three blackouts over the summer and how they were costly events in terms of lost food and lost sales—overall the blackouts may have cost the Coop \$50,000. Joe also provided an update on the changes to the shopping floor. "We moved things to eliminate congestion, particularly in bulk aisle and the produce aisle. The garlic is now on a shelf next to the potatoes. The seltzers are in the first end cap," Joe assured members. "So don't be freaked out if you can't find the La Croix!" ■



One proposal was approved and another was rejected by the August GM's attending members, but not without a lot of passionate discussion.

Read the *Gazette* while you're standing on line OR online at www.foodcoop.com

PHOTOS BY ROD MORRISON

Fall Harvest

CONTINUED FROM PAGE 1

frosts, storms on both coasts, fires—these have all had an impact on the items we source from affected areas.”

“At the same time,” says Macdonald, “every year always produces some items that do exceptionally well. We have had terrific berries and melons this year, and frankly, this has been a strong year for most of our produce.”

The changes fall on the farmers to adapt. Anyone living in the Northeast will agree that our winters are now warmer, shorter and wetter; summers now feature fewer cool nights. The result is frequently more ground moisture. Extended periods of wet soil can cause a vegetable’s roots to rot; disease also finds a hospitable environment. In a 2018 paper in *Climatic Change*, a group of researchers noted that moisture was the most-cited reason farmers in the Northeast gave for recent crop loss.

Increased soil moisture also affects the all-important planting season: When the ground is wet well into spring, farmers have to wait to plant.

Bill Pedersen owns Pedersen Farms in Seneca Castle, New York, and grows organic asparagus, butternut squash, kale, parsley, wheat and corn on his Finger Lakes property. He sells his produce to Four Seasons, a big PSFC distributor. Pedersen told the *Gazette* that he has definitely already seen the effects of climate change. This year, because

of coolness and rain early in the planting season, he has “many acres that didn’t get planted at all.”

Pedersen typically plants soybeans and corn on “off” years on those acres to let the soil rest; this year, those fields will have to lie fallow. The rain this year, he said, was particularly detrimental to planting, as it lasted from late April to the end of June. Plus, temperatures in June reached only into the 50s. “When you get a half-inch of rain, it’s in the 50s, plus it’s cloudy, then it rains again, the ground doesn’t dry out,” says Pedersen. This meant he wasn’t done planting his vegetable crops by July 10, as he usually is.

Over at Norwich Meadows Farms, which sells produce to upscale New York City restaurants like Gramercy Tavern and Blue Hill, owner Ziad Kurdieh agreed about the changing weather patterns. “Frosts have been later in fall and spring frosts less pronounced,” Kurdieh, whose main farming property is in Norwich, New York, noted in an email exchange with the *Gazette*. At the same time, Kurdieh has recently seen some winters with extreme cold—something that can harm crops even in this region of the country. To protect his vegetables from such erratic weather, Kurdieh has built dozens of “high tunnels”—structures not yet widely in use that sit over the crop rows—and is selling his know-how to other farmers in the area. This fall,

Kurdieh said he’s expecting lower crop yields because of the unusually cool weather, although he declined to specify which crops might be most affected.

Like Kurdieh and many other farmers, Pedersen is adapting to the changing climate. He used to be one of the largest cauliflower growers in the state. “I grew cauliflower for 35 years,” Pedersen says, sounding wistful. “But I call it the ‘canary in the cave of climate change.’” He can’t grow cauliflower at all anymore because the unrelentingly wet conditions have left planted crops vulnerable to diseases that affect the pristine aesthetics that consumers demand from vegetables like cauliflower.

Still, the PSFC’s Macdonald is mostly upbeat. “We haven’t noticed any long-term trends as far as the availability of celery, grapes, stone fruit, or our ability to find a good plum tomato. We are certain that the challenges faced by farmers will continue, and we will do our best to support them.” ■



ILLUSTRATION BY DEBORAH TINT

Hearing Administration Committee is seeking new members

The HAC performs administrative functions necessary to arrange and facilitate disciplinary hearings, coordinating with the Coop’s Disciplinary Committee and the Hearing Officers Committee.

Applicants should be detail-oriented, comfortable working by e-mail and telephone; they should be Coop members for at least one year and have excellent attendance records.

Members of the HAC work on an as-needed basis, only when hearings are required, and earn FTOP credit. Therefore these members must maintain regular Coop shifts or be FTOP members in good standing.

The nature of this work requires that all members maintain strict confidentiality with respect to all matters on which they work.

We are seeking an applicant pool that reflects the diversity of the Coop membership at large.

Those interested should e-mail the HAC at psfchac@gmail.com.

PLASTIC PACKAGING RECYCLING

Saturday, September 28, 1:45-4 p.m.

Wednesday, October 9, 3:45-6 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 Jacquelyn Scaduto 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



Petra Claiborne Buys Coffee

By Taylor Wofford

Americans like to think of ourselves as heavy coffee drinkers. But compared to the Scandinavians, we're veritable lightweights. The top seven consumers of coffee per capita are, in reverse order: Switzerland, Sweden, the Netherlands, Denmark, Iceland, Norway and Finland. It makes sense, then, that Petra Claiborne, the Park Slope Food Coop's most recent coffee buyer, hails from Turku, a city of nearly 200,000 on the south-

west coast of Finland.

In Finland, Petra says, coffee is crucial to socialization and an important part of growing up. "There would not be a case where you go into a Finnish home anywhere in the country, and they would not have a normal drip coffee machine," she said during a recent interview. "This is drip coffee. This is not fancy espresso."

And every Finn drinks coffee, she says. "We drink it every other hour. Early morning, a little later in the

morning, noon, afternoon, even at night. It's in our genes, maybe. It's normal that you have dinner at 7 p.m. and after dinner everyone drinks coffee."

Petra began drinking coffee regularly in middle school, which is normal for Finns, she says. And, because Finnish high school can be quite grueling, students often drink coffee to stay awake to study.

But why do the Finns drink coffee at such an astounding rate? There hasn't been much formal scholarship on the subject—maybe it's just one of those questions nobody ever felt hard-pressed to answer—so I'll let Petra answer for her fellow Finns. "The most obvious explanation is that it's so dark and so cold. It's our little way of staying up," she says.

Coming to America

Petra's transition from Finland to the U.S. wasn't



PHOTO BY ROD MORRISON

Petra Claiborne, the Coop's coffee buyer, has been drinking coffee regularly since middle school.

seamless. Her first stop in the States was San Francisco. From there, she and her then-husband relocated to the East Coast. Their plan, as she tells it, was to couch-surf until they found an apartment. But one day, she says, she woke up to find her husband gone. "Two days after we got to New York, he took off. He just left."

She was in the city without a job, without a phone—at least without one that worked here—without a U.S. bank account and without an apartment. "I had nothing," she says. She could have returned to Finland then, but she stayed. "I did not want to give up," she says, "but it was the hardest time I've ever gone through."

She found herself surfing a couch that belonged to a Park Slope Food Coop mem-

ber. Her host invited her to visit the Coop. She joined the same week.

"There would not be a case where you go into a Finnish home anywhere in the country, and they would not have a normal drip coffee machine."

Eventually, Petra found a place that seemed perfect. It was on 18th Street, near the YMCA where she was by then working. But being left to find an apartment alone wasn't the only thing Petra found jarring about the U.S. Soon after she'd settled in, she was involved in a bicycle accident outside the Park Slope YMCA. An ambulance took her to Brooklyn Methodist Hospital on Seventh Avenue, where

Crossword Puzzle

| | | | | | | | | | | | | | | |
|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1 | 2 | 3 | | 4 | 5 | 6 | 7 | 8 | | 9 | 10 | 11 | 12 | |
| 13 | | | | 14 | | | | | | 15 | | | | |
| 16 | | | | 17 | | | | | | 18 | | | | |
| 19 | | | | | | | | 20 | | | | 21 | | 22 |
| 23 | | | | | 24 | 25 | 26 | | | | | 27 | | |
| 28 | | | | 29 | | | | | | | | 30 | | |
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| | | | | 35 | | | | | | 36 | | | | |
| 37 | 38 | 39 | | | | | 40 | | | | | 41 | 42 | 43 |
| 44 | | | | | | 45 | | | | | | 46 | | |
| 47 | | | | | 48 | 49 | | | | | | 50 | | |
| 51 | | | | | 52 | | | | | | | 53 | | |
| | 54 | | 55 | | | | | 56 | 57 | 58 | | | | |
| | 59 | | | | | | | 60 | | | | | 61 | |
| | 62 | | | | | | | 63 | | | | | | 64 |

- Across
1. ____-relief

4. U. people?

9. "Here, boy!"

13. Nigerian native

14. Google ____

15. Apple Store purchase

16. Fight to the bitter end

19. Groups of two

20. Chaney of horror movies

21. 12, on a grandfather clock

23. Series conclusions: Abbr.

24. One might perform behind bars

28. ____ crossroads

29. Alice's husband in '50s TV

30. Effortlessness

31. A million to one, say

33. "Grand" hotels

35. Down Under hoppers

36. Old Testament book: Abbr.

37. Pass along, as a past present

40. #1 pick in the 2007 NBA draft

44. Frozen drink brand

45. Art center since 1819

46. Covert maritime org.

47. Salsa percussion instruments

50. Visiting the nation's capital, for short

51. Mucky mess

52. "____ won't be afraid" ("Stand by Me" lyric)

53. Cara who sang "Flashdance ... What a Feeling"

54. Ecstatic cry (which one might aptly yell upon solving 16-, 24-, 31-, 40- and 47-Across?)

59. Nose of a ship

60. Frame job

61. From ____ Z

62. Spanish "this"

63. One really aiming to please

64. Relay race part
2. On the verge of

3. Recyclable item

4. Bible supporters, often

5. Operated

6. Places for hosp. scrubs

7. Texter's enthusiastic initialism

8. 1862 battle site

9. Big name in health plans

10. Nail polish brand whose colors include Polly Want a Lacquer and Teal Me More, Teal Me More

11. Feline named for an island

12. Most avant-garde

17. Pigs out (on), for short

18. Nonverbal "yes"

22. More than annoys

24. Actress who said "I represent the Wonder Woman of the new world"

25. Early automaker Ransom E. ____

26. Dashboard-mounted gadget, for short

27. Old-fashioned "Awesome!"

29. Landing spot for Santa

32. "Peer Gynt" composer

33. Considers carefully, as advice

34. "Worst car of the millennium," per "Car Talk"

36. Apothecary weight

37. Barbecue serving

38. Environmental subgroup

39. Millennials, informally

40. The "me" of "Despicable Me"

41. Northernmost county of Ireland

42. Bit of appended text

43. "It's okay, Fido, I won't hurt you ..."

45. Mass leader

48. When a football may be hiked

49. Cry from Homer

50. Good name for a banker

53. Game often played on car rides

55. Barfly

56. ____ Speedwagon

57. When to expect someone, for short

58. Birth control option, briefly
- Down
1. "So what?!"
- Puzzle author: David Levinson-Wilk. For answers, see page 16.



ILLUSTRATION BY TOMMY KANE

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

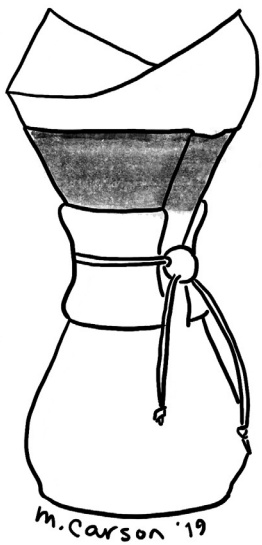
Avoid surprises at the entrance desk:

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.

she received seven stitches and was treated for a scratch on her face. The bill was nearly \$10,000, she says. The fact that she might be billed after being hit by a car didn't cross her mind, she says. "In Finland, you take for granted that it's for free. They would never charge you. That was when I was like, 'You really are on your own. No one will help you if you don't have insurance.'"

She also found the people a bit difficult. Where Finns were quiet and honest, she found Americans gregarious and disingenuous. In Finland, she says, when someone says, "Let's meet up next Saturday," it's a plan. Everyone puts it in their calendars. Here, "Let's meet up next Saturday" is more of a suggestion. Plans made off the cuff are canceled just as quickly, a fact she found irritating. "I was actually offended. We had a plan!" she recalls thinking. And



remembers liking the work from the beginning. She looked forward to her shifts. "I know a lot of members who come here and don't like it," she says. "They just come to do their shift, and they want it to be over as fast as possible. I loved being here for those two and a half hours."

She became a squad leader soon after and, when a Receiving Coordinator position opened up last fall, she applied and got the job.

When Cody Dodo, the Receiving Coordinator in charge of buying coffee until fall of last year, took an extended leave of absence, Petra says she stepped in to fill the gap. [Bulk buyer] Ron [Zisa] couldn't handle coffee and bulk at the same time," she says.

The Coop offers a good mix of coffees, Petra says. Shoppers can choose from high-acid varieties (which are grown high above sea level) and low-acid types (which are grown closer to the ground) in a range of roasts. Low-acid coffee tends to have a "woody,

almost mushy flavor," Petra says, while high-acid coffees have a "super-ripe, citrusy flavor." Still, shoppers frequently request new and different coffee brands, she says, but there just isn't room on the shelf. "I have tons of new companies trying to come in. The demand is so big. There just isn't enough space," she says.

"I know a lot of members who come here and don't like it . . .

I loved being here for those two and a half hours."

Buying coffee for the Coop is just one part of Petra's job. The lion's share of her work is coordinating the hundreds of members who work on Receiving squads every day. Eggs, milk, yogurt, meat and other perishables have to hit the shopping floor quickly, before they spoil. Aisles have to be checked and empty shelves have to be filled with stock from the basement. Cardboard boxes have to



ILLUSTRATION BY MAGGIE CARSON

can be tough, Petra says, but the recent addition of closed-circuit TVs in the Receiving room makes it easier for her to see where her squad is and direct members where they need to go. Making sure squad leaders carry walkie-talkies helps, too. But the key to a good Receiving shift is a good work ethic, Petra says. If everyone doesn't work hard, the work doesn't get done.

Petra no longer lives in Park Slope—she recently moved to Prospect-Lefferts Gardens—but she thinks she'll never leave the Park Slope Food Coop. "Even when I'm in Finland, I miss it. That's one reason I wouldn't want to move away. The Coop." ■

ILLUSTRATION BY TOMMY KANE



the lingo was different, too. Once, when someone said hello and asked her how she was, she began to tell them, until she realized they didn't actually care. This, too, was a revelation. "When Americans ask how you are, they don't actually care how you are," she says. It's not that Finns care about random strangers more than Americans do, she says, it's just that Finns don't ask questions they don't really want the answers to.

On the Receiving End

Petra joined the receiving squad in February 2012. She

ILLUSTRATION BY TOMMY KANE

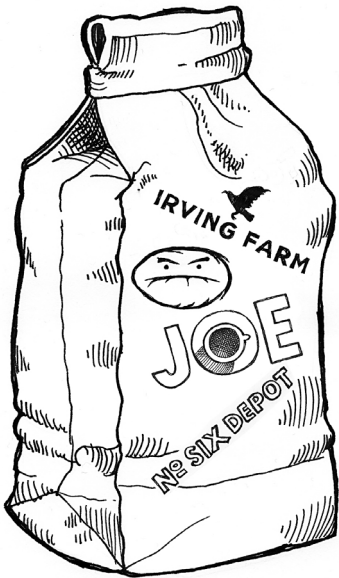


ILLUSTRATION BY MAGGIE CARSON

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.



LET'S NOT RIDE OUR BIKES ON THE SIDEWALK. IT IS DANGEROUS AND INCONSIDERATE.

The Food Coop is obliged, as a community, to act safely in regard to our neighbors and passers-by, especially in regard to bicycles and cars.



Thank you for your cooperation.

COORDINATOR'S CORNER

General Coordinators Respond to NLRB Allegations and Demystify the Coop's Management Structure

By Ann Herpel on behalf of the General Coordinators

We want to update Coop members on the outcome of the National Labor Relations Board case that we initially reported in the May 23, 2019, *Linewaiters' Gazette*. Please see the May 23 Coordinators' Corner in the *Gazette* archives on foodcoop.com to follow the history of this issue.

In light of recent media reports incorrectly characterizing the allegations covered by the settlement agreement, I want to emphasize all fifteen allegations that concerned retaliation were deemed without merit by the NLRB. Therefore, the settlement agreement that the Coop and the Retail, Wholesale and Department Store Union signed did not involve those particular grievances.

At the August General Meeting, I presented the following statement during our Coordinators' report time.

General Coordinators' Statement on the Settlement of the NLRB Case

On April 23, 2019, the Park Slope Food Coop was notified that a complaint of Unfair Labor Practices had been filed with the National Labor Relations Board (NLRB) against the Coop by the Retail, Wholesale, and Department Store Union (RWDSU) on behalf of some staff members.

The NLRB conducted a three-month investigation and concluded that 15 of the 19 allegations were without merit and were subsequently withdrawn as unfounded. The NLRB investigator determined that the four remaining allegations were potentially founded, but because the Coop did not pursue the option of having a trial in front of a NLRB administrative judge, no evidence was formally presented, and no finding of guilt was made. The NLRB made no decision on the merits of those four allegations, or in other words, made no determination of guilt.

The Coop entered into a Settlement Agreement on July 31, 2019, and the case is now resolved.

The Settlement Agreement includes a non-admission clause and makes clear that:

1. The Coop did not admit any violation.

2. That the case was resolved with no trial.

3. Both parties, i.e., the Coop and the Retail, Wholesale, and Department Store Union, agreed to this result.

The GCs did not take the decision to settle lightly, but we determined it was in the best interest of the Coop to avoid the cost and burden of a trial.

The Coop has complied with the requirements of the Settlement Agreement including distributing to the staff a "Notice to Employees."

The General Coordinators respect the rights of Coop members to express their opinion on the issue of unionization, but we must weigh those opinions against the wishes of the large number of paid staff who expressed strong reservations about the terms of the Labor Neutrality Agreement and the General Coordinators signing it as written. For this reason, the General Coordinators have not decided to sign the LNA.

The General Coordinators recognize the right of any group of people to form legal associations to meet their collective needs and support their mutual benefit. This includes the right of Coop employees to choose to organize or join a union in the workplace. We have adopted and strongly maintain a neutral position on the efforts to organize a union, and we support the employees as they work together to discuss the issues of concern to them. The GCs have consistently affirmed that exploration of a union is legitimate and that we have no intention of interfering.

We will work to ensure that the decision to unionize is an employee decision. Following the cooperative principle of democratic member control,

we would like to see that any decision by our staff will be made democratically.

Further Information on Issues Raised at the August General Meeting

A member asked the General Coordinators to publish the organizational structure of the Coop's paid staff. The Coop is organized into two staff groups: General Coordinators and Area Coordinators. There are six General Coordinators, and one of the six, Joe Holtz, also serves as the Coop's General Manager. Our work covers a wide range of responsibilities for Coop operations including finance, human resources and benefits, staff supervision, purchasing, facilities, Membership Office operations, policies, procedures and strategic planning. We work collaboratively with the Area Coordinators to run Coop operations in Receiving/Stocking, Membership Office, Bookkeeping and IT departments.

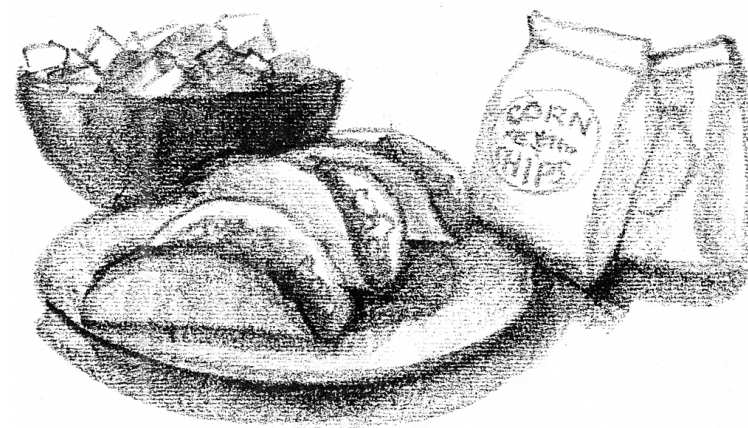
The Area Coordinator group includes Receiving, Membership, Bookkeeping and IT coordinators. The IT coordinators are salaried employees who make the same annual salary as five of the six General Coordinators. The Receiving, Membership and Bookkeeping coordinators are paid hourly and are supervised directly by four of the six General Coordinators. The Area Coordinators are a large, diverse group of staff members responsible for developing and maintaining the Coop's IT infrastructure and software, purchasing food and store supplies, running our accounts payable department, training and supporting member-workers, assisting Squad Leaders, implementing Coop membership policies and keeping the Coop hum-

ming along, to name a few of their areas of responsibility.

The Coop's paid staff structure and organization is defined in the Coop's bylaws and General Meeting decisions; the bylaws name the General Coordinators as the "Chief Administrative Officers." To understand the Coop's policies, procedures and structure, please see the Coop bylaws, General Meeting reports in the *Gazette* and the Membership Manual.

Finally, the discussion about the proposed amend-

ment to the Coop's retirement policy at the August GM revealed that many members are confused about the Coop's work-exempt policies, in particular the disability policy. Please visit the Membership Office, which is open Monday through Saturday, if you are unclear about any Coop policies or if you want to know if the Coop has a policy that could apply to your situation. In our experience, Coop lore or word-of-mouth channels are not reliable sources. Let us help you make the most of your Coop membership, especially when life circumstances arise that fit our exceptions to the work requirement. ■



Hearing Officer Committee SEEKS NEW MEMBERS

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

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

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

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

**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.

MEMBER SUBMISSION

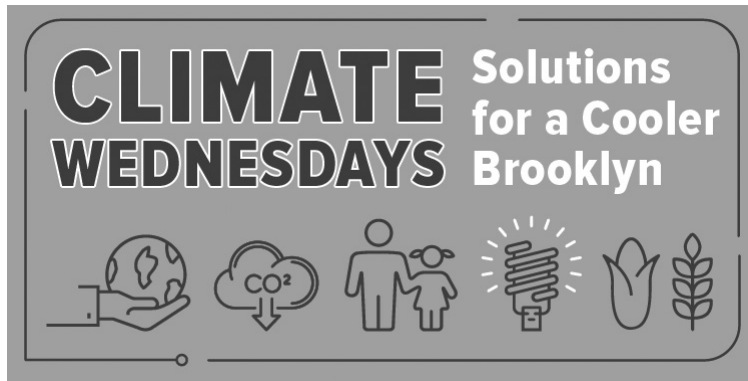
Climate Wednesdays: Solutions for a Cooler Brooklyn

By Mimi Bluestone

July was the hottest month on record. In August, fires in the Amazon burned out of control. But September promises something different: a world of people demanding action on the climate crisis. Students have led the way, and now adults in countries spanning the globe plan to join them in the biggest climate strike yet, planned for September 20. Meanwhile, New York climate activists are preparing for the UN Secretary General's Climate Action Summit on September 23.

Leading up to all this, 350Brooklyn and the Brooklyn Public Library will launch a new monthly series called "Climate Wednesdays: Solutions for a Cooler Brooklyn." These eight evenings, each devoted to a different aspect of the crisis, begin on Wednesday, September 18, at 7:00 p.m. and will run through May 2020. The series is based on the conviction that as more of us learn about concrete local actions that can help counter the climate emergency, we will stop feeling helpless and start building the collective strength needed to bring massive change.

The Fall 2019 Climate Wednesdays series begins with "The Big Green Picture: Local Strategies for a Livable Planet" on September 18 and continues



on October 16 with "Smart Energy: Heating, Cooling and Turning the Lights On." On November 20, the series will present "Parenting in the Age of Climate Change." The Fall series concludes with "Green New Meal: The Food-Climate Connection" on December 11.

The September 18 event, "The Big Green Picture," will chart both climate progress and the challenges we face in treating this problem. Our city and state are setting the pace with historic laws aimed at reducing greenhouse gas emissions from buildings, cars and industry. Yet the fossil fuel industry keeps rolling out new pipelines and other infrastructure intended to lock us in for at least a generation. And some communities bear a much heavier burden than others. What's been achieved, and where do we go from here?

Panelist Lisa DiCaprio, an NYU associate professor and NYC Sierra Club Conservation chair, will offer an overview of city, state and national legislation on climate. Environmental justice journalist Yessenia Funes will examine the disproportionate impact of climate change and environmental degradation on communities of color. Kim Frazcek, who directs the Sane Energy Project, will map out the spread of new fracked gas infrastructure across our

state and the movement to end this buildout and to promote renewable energy. Our moderator will be 350Brooklyn co-leader Sara Gronim, a 40-year resident of Brooklyn and a historian who studies the history of people's relationships with the natural world.

The October 16 forum on "Smart Energy" will look at the outsized role that so-called "natural" gas plays in our lives, whether for heating, cooking or generating electricity. This fuel is essentially methane, an extremely potent greenhouse gas. It's time for a transition to renewable electricity sources and the adoption of heat pumps and other modern, clean and efficient technologies for heating and cooling. Panelists will look at city and state policies that can accelerate this switch on a large scale. This panel will also highlight some local projects that demonstrate how this could work.

How should parents talk with children about climate change? How can parents learn to handle their own emotions surrounding this complicated issue? "Parenting in the Age of Climate Change" on November 20 will provide solid ideas and resources that parents can use immediately to help build a greener future. This panel will include a representative of 350Brooklyn Families, a 350Brooklyn sub-group made up of parents of young children.

On December 11, "Green New Meal: The Food-Climate Connection" will examine a topic close to the hearts of Coop members: How does our current food system affect the climate, and how does climate change affect the quality and availability of food? What methods and policies can protect both the climate and the food supply? And who's farming in Brooklyn?

The series will resume in February with evenings devoted to transportation and climate, green jobs and other topics.

350Brooklyn works to counter climate change and to achieve climate justice through local action. We promote sustainable energy, oppose the fossil fuel industry, and educate and activate our community. 350Brook-

lyn is a local affiliate of 350.org, a global grassroots organization. To learn more about the work of 350Brooklyn, go to www.350brooklyn.org/ or www.facebook.com/350Brooklyn/. ■

For more information on the Climate Wednesdays series, go to www.bklynlibrary.org/event-series/Climate-Wednesdays.

Mimi Bluestone is a co-leader of 350Brooklyn.

Interested in Engaging Coop Work?

Dispute Resolution Committee (DRC) seeks **NEW** members

SKILLS NEEDED

- Communication • Problem solving • Conflict resolution
- Dealing with complex situations
- Investigation • Writing • Research

OUR WORK INCLUDES

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

REQUIREMENTS

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

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

We often work **more than the 2.75 shifts in a 4 week period**. These hours are credited and can be banked for future use.

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

CONTACT

foodcoopdrc@gmail.com with the subject line: **Joining the DRC**
Join us to make the Coop the best place it can be for everyone.

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



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

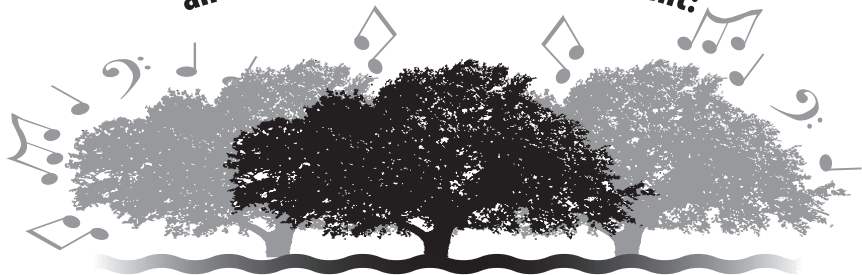
Submissions to the *Gazette* must not be hateful, racist, sexist, otherwise discriminatory, inflammatory or needlessly provocative. They may not be personally derogatory or insulting, even when strongly criticizing an individual member's actions.

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.

Friday, September 20, 8:00 p.m.

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



PROSPECT CONCERTS



Brian's Big Bad Brass Band is an intergenerational Park Slope Community Brass Band comprised of brass, wind and percussion players of all levels and ages and features brass music from around the world. From Brazil and the Balkans to Mexico and New Orleans, expect high-energy, infectious grooves that will get you dancing, moving and singing. Featuring **Brian Drye**, tuba/ trombone; **Charlotte Greve**, alto saxophone; **Lily White**, saxophone; **Caroline Davis**, alto saxophone; **Jay Rodriguez**, bari saxophone; **Scott Neumann**, percussion; **Manuel Schmiedel**, percussion; **Caleb Curtis**, saxophone; **Liam Robinson**, baritone horn; **Matt Pavolka**, trombone; **Hugo Moreno**, trumpet; **Dan Blankinship**, trumpet; **Urbano Sanchez**, percussion.

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, bevgrant1@aol.com

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 presented 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.

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Index: Len Neufeld

Advertising: Eric Bishop

WELCOME!

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

| | | | | | |
|-------------------|------------------------|------------------|-----------------------|-------------------------|-------------------|
| Jaclyn Alexander | Brian Burns | Laura Landau | Diana Mellow | Maria Rohani | Kester Wade |
| Emily Anderson | Margaret Cardenas | Danno Lemu | Tiago Nabuco De Moura | Sadie Saltzman | Lucile Walgenwitz |
| Jacob Ashworth | Helene Carvallo | Rachel Lindy | Robert Nelson | Gabriel Salzman | Laura Werle |
| Cornelia Barber | David Cian | Chris Liu | Conall O'Callaghan | Mikaela Xochitl Sanchez | Mathew Wiesman |
| Brendan Barca | Natalie Escobar | Sal Lombardo | Rebecca Pani | Susannah Schoolman | Candice Yu |
| Daniella Bardalez | Irene Feng | David Lowe | Lise Paulycarpe | Peri Sharpe | Tonya Zamora |
| Gagliuffi | Carolina Gonzalez Mama | Anna Marcum | Juana Peralta | Pena Sherpa | |
| Deborah Bennett | Paul Goodrich | Marcia Mathias | Alyssa Peterson | Sheldon Smith | |
| Lizzie Benzik | Jennifer Gray | Anais Maviel | Paolo Pontecorvi | Alec Spiegelman | |
| Simon Betsalel | Amber Gross | Ruby Mawira | Gideon Potter | Megan Svoboda | |
| Julian Boilen | Angela Katrichis | Zac McConnell | Zachary Purtzer | Jacque Vaughn | |
| Matthew Braswell | Lauren Krauze | Nathan McDermott | Helen Read | Laura Vaughn | |



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

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, SEPTEMBER 24
GENERAL MEETING: 7:00 p.m.

TUE, OCTOBER 1
AGENDA SUBMISSIONS: 7:30 p.m.
Submissions will be considered for the October 29 General Meeting.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:
Sep 26 issue: 12:00 p.m., Mon, Sep 16
Oct 10 issue: 12:00 p.m., Mon, Sep 30

CLASSIFIED ADS DEADLINE:

Sep 26 issue: 7:00 p.m., Wed, Sep 18
Oct 10 issue: 7:00 p.m., Wed, Oct 2

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, September 24, 7:00 p.m.

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

Location

John Jay Educational Campus, 227 Seventh Ave., between Fourth and Fifth Sts.

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

ATTENTION MEMBERS

Work to upgrade the passenger elevator is under way. The elevator will not be available for use until further notice. Check foodcoop.com for updates.

sep 13
fri 7 pm

Wordsprouts: Children's Picture Book Creators



Nina Crews is a children's book author and illustrator based who creates energetic stories using photographs and collage centered on the experiences of young children. Her work has been recognized by the ALA Notable Committee, Cooperative Children's Book Council, Junior

Library Guild, and Bank Street College of Education. Nina's books include *One Hot Summer Day*, *The Neighborhood Mother Goose* and *The Neighborhood Sing-Along*. Her most recent book is *Seeing Into Tomorrow: Haiku* by Richard Wright.

Huy Voun Lee arrived in New York City at the age of six as a Cambodian refugee. She quickly developed a love for art and Origami. Huy has written and illustrated books for children using her colorful cut-paper style incorporating Chinese characters into her books, which include *1, 2, 3, Go!* and *In the Leaves* (Henry Holt).

Nancy Carpenter is the celebrated illustrator of more than 40 books for children. Her unique multimedia approach to illustration has garnered numerous honors, including two Christopher Awards and the Jane Addams Children's Book Award. The event will be moderated by Michele Weisman, the Executive Director of Meet the Writers, Inc., a nonprofit that supports literacy by connecting inspiring authors to students in underserved New York City schools.

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

sep 20
fri 8 pm

Brian's Big Bad Brass Band



Brian's Big Bad Brass Band is an intergenerational Park Slope Community Brass Band comprised of brass, wind and percussion players of all levels and ages

and features brass music from around the world. From Brazil and the Balkans to Mexico and New Orleans, expect high-energy, infectious grooves that will get you dancing, moving and singing. Featuring Brian Drye, tuba/ trombone; Charlotte Greve, alto saxophone; Lily White, saxophone; Caroline Davis, alto saxophone; Jay Rodriguez, bari saxophone; Scott Neumann, percussion; Manuel Schmiedel, percussion; Caleb Curtis, saxophone; Liam Robinson, baritone horn; Matt Pavolka, trombone; Hugo Moreno, trumpet; Dan Blankinship, trumpet; Urbano Sanchez, percussion.

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.

Bookings: Bev Grant, bevgrant1@aol.com.

sep 24
tue 7 pm

PSFC SEP 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: John Jay Educational Campus, 227 Seventh Ave., between Fourth and Fifth Sts.

I. Member Arrival and Meeting Warm-Up

II. Open Forum

III. Coordinator and Committee Reports

IV. Meeting Agenda

Item 1: Annual Hearing Officers Committee Election (10 minutes)

Election: Three current committee members will stand for re-election. Hearing Officers work on an FTOP basis when needed and serve three-year terms.

—submitted by the Hearing Officer Committee

Item 2: Annual Hearing Administration Committee Election (10 minutes)

Election: One current committee member will stand for re-election. Hearing Administrators work on an FTOP basis when needed and serve three-year terms.

—submitted by the Hearing Administration Committee

Item 3: Replace All Fossil Fuel-Based, Resin-plastic Bags and Wrap (40 min.)

Discussion: By December 31, 2019, stop using fossil fuel-based, resin-plastic bags/wrap for Food Processing, produce, bulk, meat, bread, cheese, garbage, and recycling, and sell shoppers bags (no mark-up) for produce/bulk/bread (to reduce bag use). Replace all above with compostable, plant-resin plastic bags/wrap (non-GMO if possible).

—submitted by Tracy Fitz and Aron Namenwirth

Item 4: TerraCycle Squad: Budget Renewal - April 2019 - end of March 2020 (30 minutes)

Discussion: Coop members have been making use of our TerraCycle collections, especially our ZeroWaste soft plastics. In order to continue this successful and popular program, which has more and more users each month, we need to renew our budget. In May 2017 we were approved for \$6000 for 1 year. In March 2018 we were approved for \$12,000. In March 2019, we requested \$20,000 and the vote did not pass. At the Sept 2019 meeting, we plan to request only \$5000 for this budget period (4/19-3/20). The combination of a new shipping system and cash donations from members brings our costs way down.

—submitted by Sarah Chandler of the TerraCycle Committee

V. Board of Directors Meeting

VI. Wrap-Up. Includes member sign-in for workslot credit.

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

sep 26
thu 7 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!

sep 28
sat 10 am

New Paradigm Multi-Dimensional Transformation

We will discuss the energy of Shamballa, build vortexes, do clearing meditation, and receive activations calling on the Ascended Masters and Archangels for their healing Love and Light. Join me for two hours to introduce New Paradigm MultiDimensional Transformation. Esme Carino is a New Paradigm MDT facilitator, a published author and an ancient Coop member.

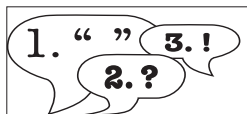
For more information on these and other events, visit the Coop's website: foodcoop.com

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.

sep 13–oct 16 2019

oct 1
tue 7:30 pm

Agenda Committee Meeting



The Committee reviews pending agenda items and creates the agenda for future General Meetings. Members may submit in person their agenda item 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 October General Meeting will be held on Tuesday, October 29, 7 p.m., at John Jay Educational Campus, 227 Seventh Ave., between Fourth and Fifth Sts.

oct 3
thu 7:30 pm

Food Class: Classic Pie



In this class we will learn how to make pate brisee, the classic pie crust that can be adapted for all kinds of pie, quiche and galettes. We'll take you through the process and the pitfalls to ensure you can make a flaky crust from scratch! A variety of techniques and types of pastries, fillings and toppings will be discussed as well as making fresh whipped cream. **Rachel Porter** is a public school teacher with decades of experience as a home cook, hosting parties, dinner parties and cooking for her family and friends. She lives with her two sons, one dog and two cats. She has a horticulture certificate from the Brooklyn Botanical Garden, and dreams of growing more on her mom's farm. She is also the unofficial holiday cookie-maker for the Coop's staff. *Menu includes: Pate Brisee; Apple Pie; Pecan Pie; Whipped Cream.* **ASL interpreter available upon request, please contact the Membership Office. Materials fee: \$5. First come, first seated. To inquire about leading a Food Class, go to bit.ly/CCCChf1.**

oct 4
fri 7 pm

Film Night: Knock Down the House



When tragedy struck her family in the midst of the financial crisis, Bronx-born Alexandria Ocasio-Cortez had to work double shifts in a restaurant to save her home from foreclosure. After losing a loved one to a preventable medical condition, Amy Vilela didn't know what to do with the anger she felt about America's broken health care system. Cori Bush was drawn into the streets when the police shooting of an unarmed black man brought protests and tanks into her neighborhood. Paula Jean Swearengin was fed up with watching her friends and family suffer and die from the environmental effects of the coal industry. At a moment of historic volatility in American politics, these four women decide to fight back, setting themselves on a journey that will change their lives and their country forever. Without political experience or corporate money, they build a movement of insurgent candidates challenging powerful incumbents in Congress. Their efforts result in a legendary upset. **Doug Anderson** is a Brooklyn-based director, producer, and sound engineer. Under the banner of his production company, Paper Moth Media, he has made videos for clients including Alexandria Ocasio-Cortez and Justice Democrats. Recent sound credits include the Netflix documentary *Knock Down The House* (2019) and the upcoming FX documentary series *Pride* (2020). Doug is currently developing a documentary set in Guatemala.

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

oct 5-6
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 pack-

aged 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.

oct 6
sun 12 pm

How to Have Great Sleep: Herbal Remedies

The National Sleep Foundation states that 58% of American adults experience symptoms of insomnia a few nights a week or more. In NYC, the percentage is likely higher! Your biggest ally in immune and mental health, sleep is the most important part of the day. Come learn what herbs can help you fall asleep and stay asleep, as well as herbs that balance your nervous and endocrine systems. Because you deserve the sleep of your dreams! Complimentary herbal tea will be provided. **Maria Christodoulou** is a Clinical Herbalist and graduate of ArborVitae School of Traditional Herbalism. She combines Western Herbalism, Traditional Chinese Medicine, and Ayurveda in her practice, and is currently researching herbal medicine in ancient Greece. She is also founder of Bliss Without Bother, a wellness retreat planning service.

oct 8
tue 7 pm

Safe Food Committee Film Night: A Prayer for Compassion



A Prayer for Compassion follows Thomas Jackson on a quest across America to ask, "Can people who identify as religious or spiritual come to embrace the call to include all human and nonhuman beings in our circle of respect and caring and love?" Drawing on Christianity—evangelical, Roman Catholic, Eastern Orthodox, Friends (Quakers), Seventh Day Adventism, Unity; Judaism; Islam; Hinduism; Buddhism; Jainism; Native American tradition; Unitarian Universalism; Zoroastrianism; and the "spiritual but not religious" point of view—the film calls on spiritual people of faith of every stripe to come together to bring about a different world. **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.**

oct 11
fri 7 pm

Wordsprouts: All the Restaurants in New York



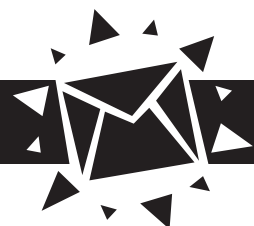
A joyful hardcover ode to New York City's favorite eateries, published by Abrams this Spring. *All the Restaurants in New York* collects **John Donohue's** charming drawings for the first time. From Minetta Tavern to Frankies 457 Spuntino and River Café, the book features an eclectic mix of 101 iconic restaurants and includes many drawings that have never been published before. Sprinkled throughout the pages are interviews with owners, chefs, and loyal patrons of these much-loved restaurants. This is the first book in a three-book series from Abrams, with Paris and London coming soon. The book is based on Donohue's website *All the Restaurants* (www.alltherestaurants.com), where he sells signed, limited-edition prints to people all over the country and the world. "If you know someone who's wild for a special New York restaurant, this is the perfect present," the critic Ruth Reichl said. Donohue, a former editor at *The New Yorker* and erstwhile cartoonist for the magazine, is a self-taught artist. In 2011, he edited *Man with a Pan: Culinary Adventures of Fathers Who Cook for Their Families*, a best-selling anthology featuring recipes and essays from Mark Bittman, Stephen King, Mark Kurlansky, Jim Harrison, and many others. He launched www.alltherestaurants.com in 2017, and he draws at least twice per day. And he takes requests. WordSprouts' Sarah Schenck will moderate a free-wheeling conversation with Donohue. Delectable tidbits will be served! **Free for all Coop members & non-members. Refreshments will be served. Bookings: Sarah Schenck, wordsproutspfc@gmail.com.**

still to come

oct 12 Achieve Your Ultimate Goal First

oct 16 Cheese Class

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

**TOWARDS AN LGBTQ-FRIENDLY COOP: GENDER PRONOUNS****MEMBERS,**

Alternative gender pronouns, such as they/them, have become more widely accepted in recent years. As a way to be more inclusive and LGBTQ-friendly, I'm writing to suggest that the Coop encourage members to (gently) ask each other's pronouns, and consider defaulting to "they/them" when unsure how to refer to others. For many queer/trans people, being referred to automatically with a gendered pronoun can be jarring, and even unsettling. Often, people assume gender based on outside appearances; but this is subjective, and it's easy to misinterpret someone's identity.

Park Slope was lovingly

referred to as "Dyke Slope," in the 1980s/90s. The neighborhood has a historically strong LGBTQ presence, then and now. Embracing pronouns is only one way to acknowledge our queer community members, and offer everyone the opportunity to be themselves.

Sincerely,
Elvis Bakaitis

PLEASE DON'T ADOPT ME AS YOUR CAUSE**TO THE EDITOR,**

On a recent weekend, a flyer was offered to people entering the Coop. Here is the first sentence of its text: "Earlier this summer, PSFC staff partnered with the Retail, Wholesale and Department Store Union (RWDSU) to file formal Unfair Labor Practice charges with the National Labor Rela-

tions Board against the PSFC management." The word staff here implies wide agreement on the subject among Coop employees, but by my count, there are a maximum of 14 out of a total of 66 of us, or 21%, who partnered with the RWDSU on this initiative.

If more than 50% of us staff members wanted to pursue joining the RWDSU, we would have voted on it, per labor law. But the majority of us have decided that joining the RWDSU is not what we want at this point. Many of us have experienced great agony over this decision, because of being politically pro-union. But speaking only for myself, I can say that the RWDSU representatives have not convinced me that they can offer a better deal than what I already have.

The flyer solicits signatures to a petition demanding that the Coop's management sign

what is called a neutrality agreement—an agreement that management will not interfere with staff's unionization efforts. Members who visit the Coop's website know that the General Coordinators already support our right to unionize; what members may not know is that most staff members have agreed that the GCs should not sign any such neutrality agreement, judging it unnecessary.

What members also may not know is that, at a meeting attended by most of the staff, a union representative threatened that if the GCs did not sign the neutrality agreement, the union would file charges with the NLRB. Several of us said, "Bring it on. If there have been labor law violations here, we want to know about it." Subsequently, the union filed 19 charges; 15 were later withdrawn as "unfounded."

With regard to the remaining four charges, there was a Settlement Agreement, described in a handout from the GCs at the last General Meeting. To quote, "Both parties, i.e., the Coop and the Retail, Wholesale, and Department Store Union, agreed to this result." The fact that the union agreed to the settlement tells me that they believe their case isn't strong enough to win.

I don't know how this will end. Staff members realize how few of us support this particular unionization effort, but no formal vote will occur, it seems, until 50% of us want to unionize, so I guess the issue will just linger indefinitely. In the meantime, I would like to emphasize that this decision rests solely with staff. I appreciate that some pro-union members want us to enjoy a good workplace, but only we know what that workplace is like. You witness fragments of it. My message is: Please don't adopt me as your cause.

Kathy Hieatt,
Bookkeeping Coordinator

the on-going debate about the extent to which the PSFC is a business and the extent to which we are a community.

Think this through as a philosophical challenge, and an ethical one. Competing versions of the Coop's evolution claim authority as 'the way we do it here' because we have no official written history. Early GM minutes recorded debates. Recent minutes have been skeletal. *Gazette* reports are better, though often incomplete.

This debate was not about whether the Coop can afford \$3,800 and 20 work shifts for 450 members to see *SWEAT*, a Pulitzer-winning play by Brooklynite Lynn Nottage, for free. The play is about what happened to unionized workers in Reading, Pennsylvania (2000 to 2008) when their factory was closed and moved to Mexico. The debate was about whether the Coop use money for that. Opponents repeated that the event would not enhance the functioning of the store selling food, implying that the proposal was outside of the business of the Coop.

ITES was approved as a permanent squad after two years of probation at the April 2017 GM. Squads studying the environment, GMO labeling, food safety and labor have been created to educate ourselves and others, acknowledging that making intelligent decisions depends upon being well-informed, and that buying food involves multiple factors, some of which are contaminated by the profit motive of the seller not prioritizing the well-being of consumers nor workers.

Offering quarterly public forums as per ITES' founding mission, the squad has hosted discussions featuring researchers, professors, journalists and activists about how international trade affects us all. At the beginning of the ITES presentation a sea of hands were raised when asked who wanted to see the play. The chair didn't allow a final response by the presenter of the proposal.

The Trump administration is now pressing congress hard to pass the NAFTA2/USMCA this year. The Citizen's Trade Campaign insists upon enforceable protection of workers' rights and the environment as well as eliminating the expansion of patent protections for drugs.

Coop Job Opening: Receiving Coordinator Evenings/Weekends**Description:**

All Receiving Coordinators ensure the smooth functioning of the Coop.

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

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

The ideal candidate will:

- enjoy working with people and crowds
- be an excellent team player with strong communication skills
- have ability to teach, explain procedures, give feedback
- be able to evaluate Coop needs, prioritize tasks and delegate work
- be comfortable with computers (Macs preferred)
- experience working in a grocery store is a plus

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

Wages: \$28.57/hour

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

Requirements:

Candidates must be current members of the Park Slope Food Coop for at least six months immediately prior to application.

Applicants must be prepared to work during holidays, the Coop's busiest times.

Applicants must be able to:

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

How to Apply:

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

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

<http://bit.do/Receiving-0919>

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

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



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

Through the art of theater, we can share the human experiences that result from apparently abstract policy decisions included within an international trade agreement negotiated in secret. We want to make the performance available free, available to those burdened by exorbitant student debt or living on an insufficient fixed income.

I am disappointed and sad, not discouraged. Rejecting Coop funding for SWEAT was a mistake. We all make mistakes. We can do this.

NOTE: Open Call auditions for actors and helpers at Irondale, Oxford St off Lafayette in Fort Greene, Monday Sept 16 from 6 to 9. Call 718-636-9089 with suggestions.

Check coop/ITES.Wordpress.com for updated information.

In solidarity,
Susan Metz

VACCINATION CRITICISM AND TIN HATS

DEAR GAZETTE,

Will the Coop consider carrying tin hats any time soon? After reading vaccination criticism in the 29 August 2019 issue sadly I reckon they'd generate gangbuster sales.

Damien Neva

SEPT 20 GLOBAL STUDENT STRIKE FOR CLIMATE— JOIN THEM!

MEMBERS,

Youth all over the world are leaving school and striking on Friday, Sept. 20, demanding that the UN and governments on every level act boldly and quickly on addressing the climate crisis. Youth are demanding a future for themselves and they know that their future looks pretty grim at this point.

According to the Intergovernmental Panel on Climate Change, a relatively conservative body of scientists, Planet Earth has 11 years to move significantly toward the goal of 100% renewable energy, get off fossil fuels and create an economy that is de-carbonized. 2050 would be the furthest out for transition to 100%. There are lots of proposals out there, including the Green New Deal, that roll out ideas on how to do just that. The GND would bring social justice to that process by creating millions of good new jobs, especially for people most affected by the climate crisis, e.g., communities dealing with climate disasters and pollution and fossil fuel workers. All the earlier predictions on the speed

with which the climate crisis would unfold have turned out to be under-estimations. It's getting worse faster than we thought. We must act now to slow down the present climate crisis, shift our practices and protect the earth and all its species.

You can help raise the demand for bold, quick climate action by joining the Sept. 20 Global Student Strike for Climate. The UN

is holding a climate summit right here in NYC on Sept. 23 so New Yorkers have the opportunity and the responsibility to make the NYC actions on Sept. 20 the largest and most powerful possible. If you are a parent, this is a great opportunity to bring your child to a non-violent protest to show them that there are millions of people around the world who want to see a green future. If you are

a teacher, you could encourage your students to attend the march and rallies on that day. You could talk with the teachers in your school to see how you can support your students if they want to participate in the Youth Climate Strike and you could come too. While this is an event that is led by youth, ALL adults are urged to attend.

One of the major ways to

CONTINUED ON PAGE 14

Please join the Coop staff in a celebration of the life of

Cynthia Pennycooke



**Saturday, October 19,
Old First Reformed Church
729 Carroll St., at Seventh Ave.**

**11 a.m. – 1 p.m. service
1 – 3 p.m. reception**

If you'd like to make a card in advance of the service, please drop in during one of the following card-making sessions in the Coop's second floor meeting

room: Tuesday, September 24, 7–9 p.m.

Monday, October 7, 8–10 a.m.

Saturday, October 12, 11 a.m.–2 p.m.

There is also a box outside the Membership Office where you can write a memory or thought about Cynthia that will be displayed at the memorial service.

Dance Teachers WANTED/WORKSLOT

**Available for PSFC
FUN Committee's
International Dance Night**

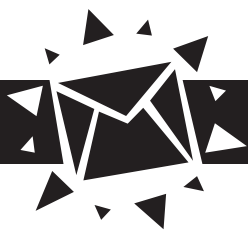
Friday, November 22, 7 - 9pm

Lead a 30-minute dance lesson for group or partner dancing from various cultures and countries.

Contact FUN Committee member Dalienn Majors for further information: daliennmajors@gmail.com



LETTERS TO THE EDITOR



CONTINUED FROM PAGE 13

de-carbonize the planet is to establish regenerative agriculture and a food system that uses agro-ecological practices and primarily local food sources: both of these are central criteria for PSFC

buyers. But we can't do this one coop at a time. We must be part of a broader movement to protect our planet from runaway warming and climate catastrophe. Please check out the website [https://](https://strikewithus.org/nyc/)

strikewithus.org/nyc/ to see the exact details of time and place for the Sept. 20 Global Student Strike for Climate. Please be there in solidarity with youth: they deserve a future too!

*In solidarity,
Nancy Romer*

assistance to existing and new worker coops in all communities within the metropolitan area, with a focus on marginalized communities.

We see ourselves as part of a broad labor movement that uses different tools and strategies for workers' rights. We believe that consumer cooperatives like the PSFC should do everything in their power to ensure all workers have dignity, respect, and full democratic participation in decision-making and that a union is a proven and strong structure for this goal. This is true for workers at conventional businesses and for workers who own their businesses cooperatively.

Many worker coops have chosen to unionize in order to create a framework to look out for the rights of workers and to provide a balance of perspectives when facing the pressures of running a business. We know a union is an important means to provide support when inevitable conflict emerges, to create clear accountability structures, and to empower workers to have a collective voice. For instance, Cooperative Home Healthcare Associates, the largest worker coop in the country based here in NY, is unionized and several smaller worker-owned businesses have chosen to unionize as well. Unionizing also has important benefits beyond

any individual cooperative, affecting non-union workers by influencing and putting upward pressure on standards at an industry level.

As a consumer cooperative with a large working member component, the PSFC is a very visible model of successful cooperation and has the power and responsibility to model the best of the cooperative movement. Forming a PSFC staff union is an advancement of the PSFC's mission "to maximize participation at every level, from policy making to running the store" and an important shift to workplace democracy. We know that organizational development can be challenging and are here to assist with connections to educational and technical resources and the experience of members in our networks.

We support the Park Slope Food Coop union organizing and are happy to join with you in the fight for fair treatment for all workers across New York City.

*In solidarity,
Tammy Shapiro, NYCNoWC
Program Director, on behalf of
the NYC Network of Worker
Cooperatives Board and Staff*



EXPERIENCED REPORTERS Please Apply



Workslot Description
We have four distinct *Linewaiters' Gazette* teams—each producing an issue every eight weeks. You will develop and produce an article about the Coop in cooperation with your team's editor every eight weeks.

For More Information

If you would like to speak to an editor or another reporter to learn more about the job, please contact Annette Laskaris in the Membership Office or e-mail her at annetteATpsfcDOTcoop.

To Apply

Please send a letter of application and two writing samples at least 800 words long (one sample must be a reported interview, *not* a Q&A) to annetteATpsfcDOTcoop. Your letter should state your qualifications, your Coop history, relevant experience and why you would like to report for the Coop. Your application will be acknowledged and forwarded to the coordinating editor, Alison Rose Levy.

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.

The Animal Welfare Committee Seeks New Members!

Join our small research- and education-based committee to help provide animal-related reference materials, articles, workshops, and product suggestions as they relate to Coop products (meat, eggs, dairy, and products tested on animals).



CAN YOU:

Interview farmers and vendors about how they treat their animals? (this requires some availability during business hours)

Use your research, writing, editing, design, presentation, publicity, or marketing skills to serve our mission of providing our entire membership with transparent information on animal-welfare issues?

Attend monthly committee meetings (Monday C week, 7-8:30 p.m.) at the Coop, logging agreed-upon Committee tasks so that you work an average of 2.75 hours/month? (Applicants must have good attendance records and be Coop members for a least a year.)

Please apply at psfcanimals.blogspot.com, telling us as much as possible about yourself, your passion for the cause, and why you'd like to join us. Deadline for all applicants is Friday, October 4. Paper copies of the application are available in the Committee's wall folder by the second floor office, to the right of the stairs.

We seek to reflect the racial, ethnic, sexual orientation, and gender diversity of the Coop (including dietary diversity—we're not all vegans!). We strongly encourage people of color to apply.

NYC NETWORK OF WORKER COOPERATIVES STATEMENT IN SUPPORT OF PARK SLOPE FOOD COOP UNION ORGANIZING

**DEAR LINEWAITERS'
GAZETTE,**

We are writing as the board of the New York City Network of Worker Cooperatives (NYC NOWC).

We work to promote visibility and understanding of workplace democracy, so we are excited about the union organizing efforts at the Park Slope Food Coop! Many members of our staff, leadership, and general membership are also members of the PSFC, an extremely important institution within the growing solidarity economy in NYC.

As the trade association for worker coops in the city, we are dedicated to supporting the growth of worker coops for social and economic justice. We offer

HOROSCOPE

August 29 – September 18, 2019

Aries: Eat your broccoli while your ruler Mars transits your house of health. The simplest things keep you running strong this month.

Taurus: Blackberry pie will satisfy your hunger for richness, Taurus. And that's what this month holds in love and in creative success.

Gemini: Fennel can be an acquired taste, and so can you. This is a time to lead with your individuality, not follow the pack.

Cancer: Someone may want to peel you a grape, but it could be hard to discern how serious they are. Don't pin yourself down.

Leo: For several years it's been kale, kale, kale! The people are obsessed. You may feel the same energy, especially when you speak out for things that matter.

Virgo: Green beans are in season and so are you, Virgo. This is a time to punch up your leadership skills. Be pro-active not reactive.

Libra: Like the eggplant, you will thrive best in a spicy situation. Don't choose security over a chance for something more passionate.

Scorpio: Melons in your mocktails will hydrate you and keep your synapses fired up for the next big idea.

Sagittarius: Pears are calling to you now, Sagittarius. And if you are going to be part of a pair, don't repress your seedy side.

Capricorn: Radishes are no nonsense just like you, Capricorn. If anyone tries to cross your boundaries now, give them the toss.

Aquarius: Peaches are sweet and so are you right now, as co-workers lean on you for support. Your generosity draws great luck.

Pisces: So many squash and so little time. This is a popular season for you, Pisces as the Sun transits your house of relationships. Shop around.

Can't Find Your Favorite Item? See Below for Its New Location!

| | |
|--------------------------------------|---------------------------|
| Apple sauce | 6A |
| Bob's Red Mill products | 2B across from bulk |
| Coconut water | 2A |
| Dried mushrooms | 6B hanging |
| Gerolsteiner | Endcap across from spices |
| Glassware, ball jars | 5A |
| Juice | 2A across from bread |
| La Croix | Endcap across from spices |
| Mangos | Produce above potatoes |
| Packaged flour, sugar, pancake mix | 2B across from bulk |
| Packaged grains, hemp and chia seeds | 2B across from bulk |
| Papayas | Produce above potatoes |
| Salad dressing | 3A |
| Seltzer | Endcap across from spices |
| SodaStream canisters | 2A bottom shelf |
| Squeezies | 6A |
| Water bottles | 3A |
| Water filters | 2A |

To Submit Classified or Display Ads:

Ads may be placed on behalf of Coop members only. Classified ads are prepaid at \$15 per insertion, display ads at \$30. (Classified ads in the "Merchandise-Non-commercial" category are free.) All ads must be written on a submission form. Classified ads may be up to 315 characters and spaces. Display ads must be camera-ready and business card size (2" x 3.5" horizontal).

Submission forms are available in a wallpocket near the elevator in the entrance lobby.

TECH HELP

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

www.tech11215.com

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

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



MARINA SINEBOK
Licensed Real Estate Salesperson
marina@triplemint.com • 917.865.1785

triplemint.

COMMUNITY CALENDAR

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

SAT, SEP 21

10 a.m.-2 p.m. Brooklyn Public School Gardens Crawl in school district 15 (where Coop is geographically located). Free tours and activities at participating school gardens. Details at nycgardentrain.org and facebook.com/gardentrainD15.



CLASSIFIEDS

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 AVE FUE CAIRCUTTER 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.

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Bring this ad or call 718-965-4222



ILLUSTRATION BY ETHAN PETTIT

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

Read the *Gazette* while you're standing on line OR online at www.foodcoop.com

☆ EXCITING WORKSLOT OPPORTUNITIES ☆

Dairy Inventory
Monday, 6–8:45 a.m.

This is the perfect job for someone who prefers to work alone and on a single project for the majority of your shift. Necessary skills: good handwriting, ability to count by 6, 12 and 24, reliability and very good attention to detail. Under the supervision of the Coop's dairy buyers, you will take an accurate inventory of unsold product in the walk-in coolers on shopping floor and in the basement (we provide appropriate warm outerwear). Please ask for Eddie upon arrival.

Environmental Issues Committee - Terracycle - Plastic Recycling
Wednesday, 3:30–6:30 p.m.

Three hours per shift, one shift per month, shift meets on the second Wednesday of the month. Must be prepared to work outdoors in front of the Coop, winter months included. Tasks include: setting up the Terracycle table and bringing supplies down to your work area; staffing the Terracycle table throughout the shift; helping to educate recyclers about the Terracycle program; making sure only acceptable recyclables are donated; packing the Terracycle shipping box/boxes and taking them to the UPS store. More details provided once you sign-up. This squad communicates via e-mail so please make sure the Membership Office has your correct e-mail address on file.

Bathroom Cleaning
Monday, Thursday, Friday, 12–2 p.m.

This job involves cleaning the Coop's 6 bathrooms: 2 on the shopping floor, one in the basement, and 3 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.

Receiving Produce
Monday–Friday, 5–7:30 a.m.

Start your day early with a workout and a sense of accomplishment! Work side-by-side with our paid staff receiving daily fresh produce deliveries. If you are willing to get your hands a little dirty, lift and stack boxes, and work in our basement coolers, then you'll fit right in. We promise your energy will be put to good use. Boxes usually weigh between 2–30 lbs., but can weigh up to 50 lbs.

Maintenance
Sunday, 9–11 p.m.

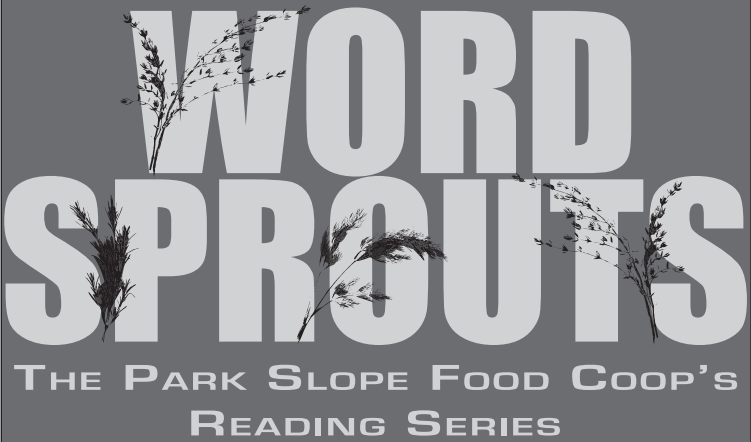
This shift includes a variety of cleaning tasks that focus on deep cleaning the refrigerated cases. The work includes removing products from particular cases, scrubbing, hosing down shelves, and restocking the cases. Other tasks may include cleaning, sweeping, mopping areas of the shopping floor and basement. Gloves and cleaning supplies are provided. Because the shift is only two hours arriving on time is essential.

Office Set-Up
Monday, Tuesday, Wednesday, Thursday, 5:45–8:15 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, drying, folding and distributing laundry. six-month commitment is required. Please speak to Mary Gerety or Jana Cunningham in the Membership Office for more information.

Office Post-Orientation
Wednesday, 11:15 a.m.–2 p.m.

Work with a small, dedicated team to facilitate new members joining the Coop after orientation. Attention to detail a plus. Must have excellent attendance and Membership Office experience. Contact Jana Cunningham in the Membership Office at 718-622-0560 to sign up for this shift.



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.

Crossword Answers

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

THANK YOU!

Thank you to the following members for referring friends who joined the Coop in the last four weeks.

| | | | | | |
|--------------------|-------------------|------------------------|-------------------------|------------------------|-------------------|
| Purnesha Alexander | Dara Cole | Suzanne Hitchman | Irina L. | Sara Nolan | Sheri Stein |
| Miranda Alquist | Michael Coleman | Dory Hottensen | Howard Levine | Max P. | Michele Thomas |
| Joe Ancowitz | Christine Correa | Jennifer Jacobs | Christine Liu | Laurie Ellen Pellicano | Gill Torren |
| James Aylward | Emilie Cresp | Al-Lyce James | Gloria Llompert | Chris Perez | Sophia Treanor |
| Sophie Bortolussi | Ana Egge | Hesper Juhnke | Acacia Marable | Michele Peters | Ariel Utin Lalkin |
| Daniel Brawand | Ignacio Fernandez | Andrew Kaczynski | Jenna Martinez | Kathleen Puccio | Eric Wu |
| Elena Buharina | Arianna Fishman | Gurusurya Khalsa | Matt | Leah Reiss | |
| Jenny Burrill | Diane Gallo | Sat Jagat Singh Khalsa | Michael Migiel-Schwartz | Simone Rutkowitz | |
| Amy Chapman | Renae Gray | C J Knowles | Myrna | Brenda Salas Neves | |
| Gillian Chi | Robert Guzman | Kris Kohler | Alexia Nazarian | Pankti Sevak | |
| Iver Cleveland | Gordon Hatchett | Anna Kotelchuck | Keiko Niccolini | Sage Stargrove | |

