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Volume NN, Number 21

October 24, 2019

Dining Options— From Mild to Wild

By Rene Brinkley

As Park Slope Food Coop members, we have all volunteered to food shop off the grid. We have said no to big-box supermarkets and hello to a food shopping community that supports local farmers, has high-quality meat and produce, a variety of food and non-food items, and affordable prices. Similar to some members, I joined the Coop because of the large variety of produce at below-farmers-market prices. But after the excitement of buying familiar foods wore off, I ventured down the Coop aisle looking for something new.

My search started in the produce aisle. I tried things like Ugli fruit (cute is over-rated) and stinging nettles (which really can sting you if not handled properly). Then I worked my way down the bulk aisle, trying ancient grains—including bulgur, kasha, and millet. I also sampled strange-sounding beans like mung, which I absolutely loved. Over my Coop shopping years, I embraced a new food mantra: buy it and try it. I searched for recipes online and sometimes asked other Coop shoppers for suggestions. The PSFC helped pique my food curiosity. But where would that journey lead once I stepped outside the Coop doors? Just as New York City offers many alternative food-shopping options—including farmers markets, food coops, and CSAs—it also



PHOTO BY CAROLINE MARDOK

Fred Hua cooking a special dinner for the Gastronomers in his restaurant called "In the Back of Zekes Bar."

offers a number of non-traditional dining options that range from mild to wild.

Book to Table

For those looking for something more than a farm-to-table meal, there is a book-to-table reading series curated by a Brooklyn chef. The chef, Evan Hanczor of Egg

Restaurant, combined his love of books with his passion for food and created the Table of Contents (TOC) dinner series. Each multi-course meal is inspired by scenes from a classic book. For example, for the first dinner event in 2012, the meal was inspired by Ernest Hemingway's *The Sun Also Rises*.

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ILLUSTRATION BY VALERIE TRUCCHIA

PSFC Members React to New Retirement Rules

By Hayley Gorenberg

The recent GM decision to ease PSFC retirement rules may siphon off a surprising number of reliable and experienced workers from key shifts, though others may decide to stay on despite their option to

stop working. Several are perplexed and even "MIFFED—in capital letters!" over what they perceive as an abrupt change.

After the August GM widened retirement options, the occasional retirement here or

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Next General Meeting on October 29

The General Meeting of the Park Slope Food Coop is held on the last Tuesday of each month. The October General Meeting will be on Tuesday, October 29, 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

Sat, Oct 26 • Pumpkin Decorating 2:00 p.m.

Fri, Nov 1 • Film Night: *Frozen River* 7:00 p.m.

Tue, Nov 5 • Plow-to-Plate Movie Series:
Los Lecheros 7:00 p.m.

Wed, Nov 6 • Learn About Cheese at the Coop 7:00 p.m.

Thu, Nov 7 • Food Class: *Napa Kimchi* 101 7:30 p.m.

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

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The Great Re-shelving Project

By Leila Darabi

If you've been to the Coop in the past few weeks, you may have noticed an uptick in people paging over the intercom and traipsing around the store looking for common items—garlic, mushrooms, sparkling water. You're not imagining things. Your favorite items may have moved.

Don't worry, it's all part of a master plan to reduce bottlenecks around the store.

The Universal Shopping Route

Most grocery shoppers—and especially seasoned Coop members—enter a store with a strategy, and tend to follow the same route.

"If you think about entry into almost any supermarket, you go to produce first," explains General Coordinator Elinoar Astrinsky. "Your whole meal is based on the fresh things. And it's the other things, the dry goods, that you're adding to the things that are appealing to you. And the freshest things are the produce."

We tend to shop around the periphery of a grocery store, dipping into the center aisles for specialty items. This is also no accident. Supermarkets, including the Coop, must stock frozen and refrigerated items where there is access to electricity—in other words along the walls.

The Aisle Two Problem

While the produce aisle may be the star of the show—and by far the busiest section of the Coop—most members then round the corner, pass the cheeses, and swing left into aisle two.

"That's really what our membership does, they're shopping the periphery plus bulk," Astrinsky says. "There's always this kind of chockablock kind of thing that happens."

Part of the problem is architectural. As many know,

the aisles of the Coop span what was once three separate buildings. The area where shoppers exit the produce aisle (780 Union Street) requires crossing over to the center building (782 Union Street) and navigating a small area packed with essential grocery items before passing under the arches to complete their shop in the third building (784 Union Street) where most dry goods can be found, not to mention meat and poultry.

Your favorite items may have moved. Don't worry, it's all part of a master plan to reduce bottlenecks around the store.

Navigating this section of the store can be treacherous, even on a weekday. Aisle two always seems to be packed.

"There's always a U-boat in bulk to be stocked. Seltzer used to be here, but it never sold well. There was never a time when we could just stock it easily," Astrinsky says.

One major change in where to find popular items involved finding a better place to put the seltzer. And so the puzzle began.

Coop Tetris

Moving the LaCroix meant finding shelf space elsewhere, and moving the items on that shelf, and so on and so forth. Groceries buyer Gillian Chi, beverage buyer Ross Gibson, and coffee buyer Cody Dodo, teamed up to make it happen.

All in all, they did a lot of measuring and some tricky math to add and move shelves to fit new products.

So, where did things end up? A handy "Moved Items" chart posted around the Coop serves as a key. The seltzer that used to sit unshelved on a U-boat, making it

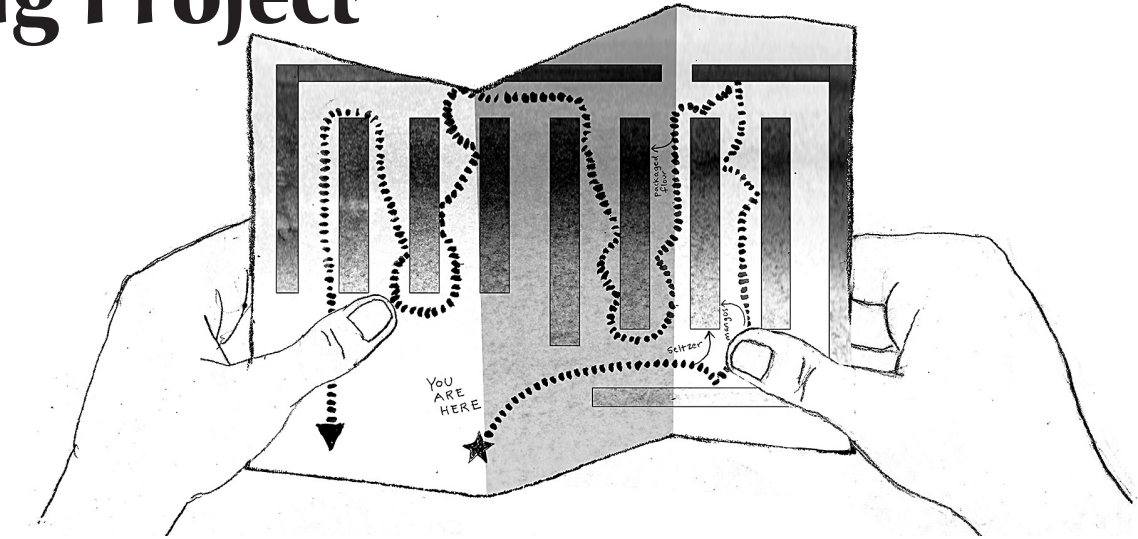


ILLUSTRATION BY CATY BARTHOLOMEW

impossible to push a cart down the bulk aisle, now sits in a prime spot on the front endcap of aisle two. In other words, as you enter the store and roll past the eggs, it's on the left as you enter the produce aisle.

"Now that it's being stocked, we're selling more seltzer," Astrinsky confirms.

In Search of Mangoes

You may recall that the front endcap between aisle one and two used to hold tropical fruit, including papayas and mangoes. These displaced items ended up around the corner, above the large bins of onions and above the bins of garlic and shallots that shoppers may have noticed also moved

here from the other side of aisle one.

While the tropical fruit shelves are tilted forward to enhance the display of their contents, Astrinsky worries that tropical fruit placement remains under the radar.

"People haven't quite understood that yet. I think we need to do some tweaking with

MOVED ITEMS

- Applesauce & Pumpkin Purée 6A
- Baking (Chocolate, Flavorings, etc.) 2B (across from bulk)
- Canned Fruits 6A
- Coconut Water 2A
- Dried Chilies and Mushrooms 6B (hanging)
- Glassware, Ball Jars 5A
- Juice 2A (across from bread)
- Mangoes & Papayas Produce (above potatoes)
- Packaged Flour, Sugar, Baking Mixes 2B (across from bulk)
- Packaged Grains, Hemp & Chia Seeds 2B (across from bulk)
- Salad Dressing 3A
- Seltzer & Mineral Water Endcap (across from spices)
- Soda & Iced Teas 2B (across from coffee)
- SodaStream Canisters 2A (bottom shelf)
- Smoothie Pouches 6A
- Water Bottles 3A
- Water Filters 2A



PHOTO BY WILLIAM FARRINGTON

Afiri Farrington with water containers now found in aisle 3A.



PHOTO BY WILLIAM FARRINGTON

Receiving workers Lora Clarke and Kristin Baganz restocking sparkling water in the new location between aisle 2A and 1B.

the mangoes [location]," she says, implying that these fruits need to be displayed better. "You know the front endcap is a prime spot."

Unifying Noncontiguous Items

Every time the team moved one item, two questions arose: What to move out of the way and what to shelve in the space created. The tropical fruit, displaced by the seltzer, in turn displaced the canned fruits, fruit squeeze pouches, and salad dressing that once sat above the onions in aisle one. To keep things simple, the team moved these items to aisles already holding similar products.

The salad dressings can now be found under the oil and vinegar. The fruit squeeze pouches, once segregated by adult and baby pouches, now reside together in aisle six A, alongside the canned fruit and applesauce.

Meanwhile, the team moved the packaged flour, sugar, and pancake mix into the space once occupied by the seltzer. By doing this, packaged flours and sugar are now directly across from the bulk bins of similar items.

Then they shifted the juice down to fill the spot where the packaged flour had been, so that juice is just around the corner from the seltzer and beer in a general beverage area.

"Frankly, Coop members don't drink as much juice as they used to. Our [juice] numbers are dwindling. There was the coconut water explosion, it's still very popular," she notes. However, sugar consciousness has killed juice sales, leaving less of a need to stock huge quantities.

Having the packaged flour, a less highly trafficked item, across from the heavily trafficked bulk bins has created much better flow down aisle two.

"We sell a lot more seltzer than we do baking items," says Astrinsky. "This will change for the holidays, but for now, we can stock it earlier in the morning and then again replenish it. But it's not at the same intensity."

Previous Upgrades

The recent reorganization builds on several successful upgrades over the past year or so. The first thing shoppers may have noticed was the expansion of the coffee area, another reason one might have trouble making it through aisle two.

Astrinsky says this upgrade included building new shelves, providing larger bins of the most popular beans, and buying a second coffee grinder.

"That was also another choking point, people waiting for the grinder," she recalls. "Part of [the upgrade] was to allow better flow, but it's definitely increased our [coffee] sales."

To make room for the coffee aisle upgrade, the team moved bulk spices to its own shelf between eggs and produce, an area previously reserved for ad hoc stashing of stuff to get it out of the way. While Astrinsky says the staff "lament the loss" of that flexible space, the shift has meant that people are not bending over to examine baggies of spices in the same space that others are grinding coffee and still others are scooping bulk items.

As part of that move, bulk teas can now be found with the packaged tea.

Embracing Change

According to Astrinsky, the new placement of items is catching on. Anecdotally, she and the team have noticed better flow of traffic through the produce aisle and aisle two.

"People are slowly getting it. It's going to take a few cycles of people working and shopping and working and shopping." ■

MEMBER SUBMISSION

Film Showing and Art Installation Tracks History of Housing Discrimination in Park Slope

By Erik Lewis

Have you heard of the Park Slope Riot of 1973? Did you know that city planning survey forms of the 1930s identified "Negro Infiltration" as a "Detrimental Influence" for many Brooklyn neighborhoods? Were you aware that in the 1980s some landlords harassed and intimidated tenants by hiring off-duty police officers to serve eviction notices to clear buildings in Park Slope for development? And how residents fought back against gentrification in the early 1980s by organizing, and with a protest march down Seventh Avenue?

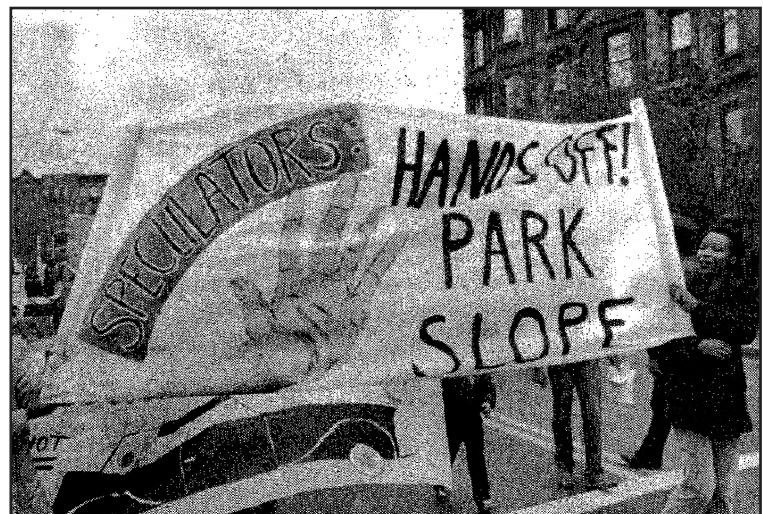
These and many other facts about the shameful history of housing discrimination, rampant unchecked development, and grassroots protest are on display at an interactive historical timeline installation called "UnDesign The Redline." It's currently on exhibit at the Art Mobile at Thomas Greene Park, Third Ave. between Degraw and Douglass Sts., in nearby Gowanus, from October 3 through October 30.

In addition, on Saturday, October 26, to mark the last week of the exhibit, the Fifth Avenue Committee (FAC)—a sponsor of the art installation—will screen my documentary film, *Where Can I Live—A Story of Gentrification*. I made this documentary in 1983 with a grant from New York State Council on the Arts and the Sisters of Good Shepherd, among others. It was broadcast on WNET/Channel Thirteen and is still in distribution through Cinema Guild. Housing in New York City, and its injustices, has always been an interest of mine. Unfortunately, the film is as relevant now as it was in 1983. The screening is at 12:30 p.m. at FAC's headquarters, 621 Degraw St.

Where Can I Live tells the story of neighborhood activists who organized to stem the tide of gentrification that began transforming Park Slope from a mixed, working-class neighborhood with many single-room occupancy boarding houses to a middle- and upper-class enclave. The film explores both the nitty-gritty organizing techniques of residents and the economics and philosophy of gentrification itself, employing wide-ranging interviews with developers, city planners, and organizers.

"UnDesign the Redline" is an interactive exhibit created by Designing the WE, who are, according to their website, "a design studio...that facilitates collaborative processes to redefine how big picture systemic challenges are approached." (www.designingthewe.com). Redlining refers to the racist, discriminatory real estate and banking practices of drawing a "red line" around minority neighborhoods targeted for exploitation by denying them services and loans or charging minority persons within the designated neighborhoods higher interest rates than their white counterparts.

How the federal government began the



PHOTOS BY ERIK LEWIS



From top: Anti-Gentrification March in Park Slope, 1983; tour guide explains UnDesign Installation.

institutionalization of "redlining" in the 1930s, with the creation of the Federal Housing Authority, is graphically laid out in a road-map-style exhibit featuring original source documents, color-coded maps of "desirable and undesirable" neighborhoods, photographs, newspaper headlines, and quotes from leading figures.

The Fifth Avenue Committee, the exhibit sponsor, is a non-profit community organizing and development organization founded in 1978. It largely focuses on affordable housing development. It renovated its first building for low-income tenants at 104 St. Marks Place in 1980 using "sweat equity," where prospective tenants physically participated in the renovation of their future homes.

FAC also helped in the creation of the documentary by identifying stories and subjects for filming. Today FAC participates in a wide array of low-income housing programs and initiatives, including facilitation and organizing tenants' associations, initiating low-income development projects, and managing low-income houses. On Saturday, October 26, both the tour and showing are free of charge.

11 a.m.—"UnDesign the Redline" Exhibit Tour—Art Mobile, Thomas Greene Park, Third Ave., between Degraw and Douglass Sts. A guided tour with Q&A of the exhibit.

12:30 p.m.—Showing of *Where Can I Live—A Story of Gentrification*—Fifth Ave. Committee, 621 Degraw St. As the filmmaker, I will be present for Q&A. Light refreshments and food will be served.

For more information, call FAC at: 718-237-2017. ■

Dining Options

CONTINUED FROM PAGE 1

The menu included stuffed trout, chicken in newspaper, and a soft-boiled egg. In 2014 Hanczor hosted a *To Kill A Mockingbird*-themed dinner, which included crackling bread, salt pork and beans, and country ham. Earlier this year, the TOC dinner event was based on the recently published fantasy novel, *Black Leopard, Red Wolf*, by Marlon James. The dinner menu included ugali porridge and sorghum bread.

The TOC literary feasts are held once a year. Hanczor and his team also host a monthly edible reading series featuring author readings paired with small bites. On the TOC website, he states the mission of TOC as using "...food as an unconventional but revelatory entry point for experiencing books, music, art, and culture." All events are held at Egg restaurant.

Dine with a Chef

If a more intimate dining experience is what you are seeking, how about dinner at home with a chef? What began as an underground word-of-mouth dining movement less than ten years ago is now just an app away. Sites like Eat With allow you to pick chef-led experiences like a Balkan feast in a brownstone, a Venezuelan meal in Brooklyn, or an Iranian kebab extravaganza. Sometimes referred to as peer-to-peer dining, some amateur home chefs have made a business of inviting strangers into

their homes to share a meal. Now professional chefs are jumping in on the trend.

Just as New York City offers many alternative food-shopping options—including farmers markets, food coops, and CSAs—it also offers a number of non-traditional dining options that range from mild to wild....

Jose DeJesus is one such chef. He is professionally trained, has cooked in several restaurants across New York City, and was featured in season 18 of *Hell's Kitchen*. DeJesus launched his home-cooking business last year in the Bronx. "One of the main reasons I'm doing dinners out of home is because I want to use food to change other people's lives, either through ingredients they may not know of or ingredients they may be scared to eat because they had bad memories as a child," he stated. DeJesus continued, "I want to help change people's perception of food the way food helped me change my perception of life in general."

His food concept is called The Chef's Crib. It's an exclusive meal experience for eight people curated by DeJesus. He describes the weekly dinner events as an "evening-long celebration of food." The location is kept secret until the day before the event, and diners find out what's on the menu when



Woman stirring pan at the Gastronomists Afghan dinner.

they arrive. I got a peek at the seven-course menu for a recent dinner, and it featured crab cake with harissa and cauliflower, trout with tomato and white beans, and a dessert called chocolate excuses. DeJesus rotates the menu every two to three weeks, and dinners sell out quickly. While running the home-cooking business full time can be stressful, DeJesus says the rewards are worth it: "It's exciting to create something unique and real that people can take with them," he explained. "People come to the dinner and leave with an unforgettable memory of a dining experience they just had at my house."

Lamb Brain Anyone?

For those looking to take a walk on the culinary wild side, I have just the group for you: It's called the Gastronomists and it's for the brave eater. I thought I was brave five years ago when I signed up for their food scavenger hunt. The event took place in Flushing, Queens, and it wasn't long before I was faced with eating lamb brains, chicken heart and other things that people in this part of the world don't usually eat. But I ate the lamb brains—it was creamy and spicy and otherwise hard to describe. I ate the chicken heart—it was chewy. And I ate whatever else we had to as part of the game. I came to win—and food fear was not going to stop me; and, yes, my team won!

Ben Pauker and Curtis Calleo, two friends who were tired of baked chicken, grilled steak, and green salad, started the Gastronomists food club in 2006. They wanted to leave the culinary mainstream behind and find more adventurous eats. Pauker and Calleo both grew up overseas and were exposed to a much wider variety of food. They also knew that in New York City you can find just about anything if you try hard enough.

So, the pair created a food club that would seek out exotic foods in the city to eat. Six people showed up to their first meeting at a Malaysian restaurant, but now 70+ people attend the dinners, which usually have a waiting list. The club now includes approximately 2,500 members with chapters in Los Angeles and San Francisco. Calleo says the club's growth is a result of several factors: "No one caters to this kind of



Curtis Calleo, founder of the Gastronomists.

food," he says. "People have become more adventurous and curious. Foodies consider eating some things a kind of badge of honor (Have you ever had...) and exploring the city culinarily is fun."

So, what kind of food are Gastronomist members eating? Basically everything! The club has had several head-to-tail dinners where every part of the animal is eaten over the course of the meal. Calleo recalled, "We've had whole lamb, goat, pig, nutria, and more." (Alexa—what's nutria?) The dinner I attended earlier this year featured adventurous items, including ox tongue and tripe, pig tongue with a spicy aioli, pork brains with Sichuan peppers, and pig kidney. Other unique dishes featured at past dinners include worms, ants, bat snails, goat eyes, and bear. While I have tasted worms, some of these other items absolutely terrify me. It turns out I'm just not as brave as I would like to think I am—at least not yet. ■

For more information on these clubs and upcoming events visit: <https://www.eggrestaurant.com/>; <https://trillcooker.com/>; <http://www.gastronomists.net>.

HOROSCOPE

October 17 – November 6, 2019

Aries: Lay low like a beet. As the pumpkin grabs the limelight so too the Sun has you in shadow. Operate in stealth to generate wealth.

Taurus: The Sun enters your love sector on October 22 and like a juicy blackberry suddenly your heart comes to life.

Gemini: Plant yourself in one spot to work like a decorative gourd, Gemini. You can spiff up old projects while Mercury moves toward retrograde.

Cancer: Perfect host, you! You can serve up plain old broccoli (still in season) with hummus, and no one will care. It's all about your personality and flair.

Leo: Like a New England pumpkin you're a classic people can rely on thanks to your ruler, the Sun's transit of home and family.

Virgo: While jack-o-lanterns consider adding some drama to your home or office décor. Your environment needs to be more stimulating.

Libra: Like cranberries, you add a unique flavor to parties. Don't be so quick to bring a plus-one. Shine solo.

Scorpio: Scorpio season arrives on October 22 and your mysterious persona becomes more accessible but no less sexy. Offer up a seductive bowl of dates to your dates.

Sagittarius: Figs pair well with most fruits, and you with all communities, thanks to Mars, this month.

Capricorn: You're an unusual spicy variety, right now, Capricorn. Like chicory you won't go unnoticed.

Aquarius: Parsnips are in season, and it's time to get back to your roots. The Sun in your career sector says get serious about your life's purpose.

Pisces: Bake a lot of pumpkin pies this month, Pisces. With Mars in adverse Libra it's best to take the simplest route to success.

Retirement

CONTINUED FROM PAGE 1

there became a steady trickle of several per day, including squad leaders, a *Gazette* designer, and cashiers. According to Coop Membership Coordinator Annette Laskaris, "It's been way more than it used to be." Furthermore, many hold independent jobs that will require special training for new people "in key positions," she said. "We're scrambling to find new squad leaders."

Before the rule change, retirement required a minimum of 20 years of work, but now there's a staggered timetable, with people aged 70 allowed to retire after only 10 years. General Coordinator Ann Herpel reported to the GM prior to the change that 7% of the Coop's members were retired. The number of members newly eligible to retire is opaque; the PSFC membership database doesn't contain age information in searchable form. (A Coop staff member confirmed that this is deliberate, based on privacy concerns.) "All of a sudden we could have a thousand people who turned 70, and we don't have that information," Laskaris said. "It is a problem."

Several are perplexed and even "MIFFED—in capital letters!" over what they perceive as an abrupt change.

Several surprised members have wavered on the cusp of the newly presented option, she said. "First they're like, 'I don't want to retire yet!' But then they do want to retire. It's like, 'Okay, I don't have to do this anymore.'" She continued, "We tell them, 'You can come back and work on the same shift and help out.' Some do that, but they don't have to be back. They don't have to do a makeup if they retire; they can do what they want."

Retirement discussions have come a long way since the topic was first discussed at a 2007 GM. At the time, the *Gazette* reported General Coordinator Joe Holtz suggesting that rather than establishing a retirement policy, the Coop continue a practice of "not asking anyone over 75 years old for proof of disability, in effect allowing them to 'retire' from their workslot." One member spoke against the no-questions-asked approach, saying she did not feel she should be forced to claim she was disabled when she wasn't in order to be free from doing a workslot.

Some reacted strongly upon learning of the rule change. An October 10th *Gazette* letter opened: "Say what?? We decide to change the retirement requirements after one meeting's discussion?" Susan Yohn, who wrote the letter, went on, "I imagine that I'm not alone in planning 'retirement' from the Coop in the same way many plan retirement from work, with thoughtfulness and a knowledge of the rules." Yohn continued, "To have it be done in such a capricious manner without opportunity for thoughtful discussion and input is unfair and uncooperative."

Having read the letter, Katherine Korolenko, 77, exclaimed, "I am wholeheartedly in agreement with what this woman is saying!" Korolenko described herself as "suddenly eligible for retirement," after having strategized to reach her 20-year total, required before the recent vote. She worked and accumulated 13 FTOP credits to advance her retirement. "Then I read in the *Linewaiters'* [*Gazette*] that I can immediately retire! So, had I not planned, rearranging my daily routine, just plodding along, I would have suddenly been eligible." Jokingly she added, "Anyone want to buy 13 FTOP credits no longer useful to me at this point? I am absolutely MIFFED!" she said (specifically requesting capital letters).

"This was capricious. This was ill thought-through," opined Korolenko (her word-choice echoing Yohn's). "It's difficult for rules to change overnight." Korolenko uses her accounting experience in her Data Entry shift, where she described her work as "quick, accurate and efficient." She's mulling what to do. "I don't know at this point whether to continue. In the cooperative spirit, I won't drop [my shift] overnight."

Jan Orzeck, 67, joined in 1998 and was closing in on 20 years total by November 2020. She estimated that her three children "started eating twice as many fruits and vegetables" after she joined. "They made fun of me," she said, mimicking: "'Oh, Mom, buy this! It's organic!' I was far from a fanatic about it. But whatever, it was funny." Four years later, she took a break from the Coop, and her children reacted vociferously: "They were like, 'Mom you have to go back to the Coop!' because the food was so much better. So I did rejoin."

But now the Coop has a different place in her life. After years as a cashier at 7 a.m.

on Saturdays, she has grown "very attached to people on the squad, friends I don't see often outside Coop time." Orzeck said, "I just found out with the new retirement policy I'm able to retire any minute. I was thinking of continuing to work, mostly because I like the people, and I look forward to having that monthly touch-base."

Cashiering is imbued with a certain gravity, from Orzeck's point of view. She recalled picking up the shift because the Coop needed people who could take on the responsibility. "There was a certain kind of status attached to it at the time. Even now people say, 'I could never do that!' They didn't want to handle the money," she said.

Her close-knit co-cashiers have shared everything from holiday recipes and antler headgear to dating advice, checking in during each shift. It made that whole Saturday, early-morning experience super fun and pleasant."

Ruth Mandel, 69, and her husband, Alan Chevat, 70, are both newly eligible to retire, and they have reservations about the rule change. Mandel works in the Membership Office.

"I think that they overdid it with the new regulations. I think they should have spent more time talking to people," said Mandel. "I'm sure there are going to be people in my age group who are going to say, 'Great! I don't want to work!' It felt a little unfair to people who put in their 30 years that suddenly we don't have to put in nearly that much time."

"Why work if you don't have to?" postulated Chevat, a Shopping Squad Leader who enjoys programming a blues and rockabilly soundtrack during his shift. "Last shift I trained one cashier and two checkout people. I don't know if there are many others who could do that." He continued, "I like my squad. I've been with them for 13 years."

Chevat happily retired after 34 years working for New York State. "But this is different," he said. "It's a nonprofit. You provide mentoring. You get to know people. That's the whole point. It's a coop!"

Mandel shared, "We're mulling it over, but for now we're going to keep working. Why are we getting this privilege so soon? We haven't paid our dues." She elaborated, "It feels like there's a bit of a brain drain. You have people who have been there a long time; they know their job, and they have institutional memory. I think it was a bit of a mistake. I don't know if they can walk it back."

PLASTIC PACKAGING RECYCLING

Saturday, October 26, 1:45-4 p.m.

Wednesday, November 13, 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



Where Have Our Neighbors Gone

The folks from Vermont who have sold Christmas trees next to the Coop for decades were no longer able to rent from the school this year.

Their new location is by the church on Sixth Avenue between Sterling Pl. and Park Pl.

We will miss having such great neighbors and wish them well in their new location.

Alexandre Barbier, 68, works in the Membership Office and revels in his specially cultivated skill to interpolate membership numbers based on one's year of joining.

Though he knows he can retire, Barbier is still going strong. He spoke fondly about his work slot, then about the Coop itself:

It's sort of a posh job, if you will,

the office. I enjoy the office, the people. The staff are great. There's something about the Food Coop that's a way of thinking, a way of dealing with people—all those good words: community, comity, natural friendship, purpose. It's a perfect way to run a business without being capitalistic or profit oriented. When you go to Key Food, you just go to buy something and leave. But when I'm at the Food Coop it's kind of family. ■

SAFE FOOD COMMITTEE REPORT

Plow-to-Plate Movie Series Presents: *Los Lecheros*

By Adam Rabiner,
Safe Food Committee

The 2017 documentary *Los Lecheros* (dairy farmers), co-produced by Wisconsin Center for Investigative Journalism (www.wisconsinwatch.org) and Wisconsin Public Radio, fittingly opens with a morning political talk show where a caller, “Joe in Madison,” responds to the comment that Trump became the first Republican presidential candidate to win Wisconsin since 1984. “Well, I voted for Trump,” he says. “I cannot understand why any American would have a problem with telling people that came into this country illegally that they can’t do that and if you’re gonna do it you gotta leave. I just don’t get it.”

The first alternative perspective is that of a middle-aged dairy farmer named John Rosenow, owner of Rosenholm Farm in Buffalo County, founded in 1857 by his great-great-grandfather. John employs 10 immigrants and 10 locals and says that when he was growing up, everyone working on a farm was the son or daughter of a farmer. However, now that is the last thing most children want to do. In the 1990s, John’s farm was expanding and he was putting in 95 hours per week. Out of desperation, and reluctantly, he turned to immigrants for labor and now asks himself

why it took him so long?

Wisconsin is the number-one cheese and number-two milk producer in the United States. Its dairy industry is valued at \$43 billion a year. Many dairy farmers faced the same economic and social changes as did John and made similar choices. It is not uncommon for farms to have 20, 25, or 30 people working on them—all undocumented. Farms with immigrant employees produce 79% of the U.S. milk supply. While there is an H-2A Visa program that allows farmers to legally employ workers for seasonal labor, there is no year-round visa program.

Guillermo Ramos Bravo is John’s 40-year-old farm manager. He’s worked on the farm for 17 years and has seen farms grow and prosper with illegal labor. One he observed went from 275 to 1,500 cows. He says that lots of people accuse migrants of stealing jobs from Americans, but he has never seen a person born here come and say to his boss, “You know what, I’m looking for a job... I want to milk cows.”

On Knoepke Farm in Pepi County, Wisconsin we meet Miguel Hernandez, an assistant herdsman, his wife Luisa Tepole, and their two young, American-born (and therefore U.S.-citizen) children, Liam and Thomas. The graduation ceremony of their children

from kindergarten, held in a Catholic Church, paints an alternative narrative to Trump’s depiction of Mexican immigrants as criminals, rapists, terrorists, and drug smugglers. Tearfully, Luisa explains that, “We are just people who want to work in peace... We need the work, but the farmers need us just as much.”

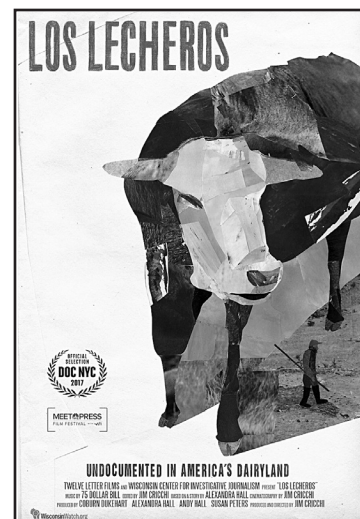
She is terrified that the authorities are going to raid the farm, take her kids away, and deport members of the family. According to the film, in the first year of the Trump administration, U.S. Immigration and Customs Enforcement (ICE) arrests of people with criminal records increased by 250%. According to media reports, there has also been a national spike in immigrants (undocumented, or not) who didn’t have criminal records being swept up, or directly targeted, in ICE arrests. In the film, Luisa is scared for her kids and worried about the spread of laws like those in Arizona that allow police and others to stop people and ask about their legal status.

Indeed, in Madison, the state capital, the state legislature is considering an “anti-sanctuary-city” anti-immigrant bill, AB 190. At a people’s hearing, “Stop AB 190” posters lined the walls

with drawings of milk cartons and the words “Got Milk? Not without immigrants.” A local teen activist also denounced the bill, saying, “That’s not liberty, for me—that’s oppression.”

But the bill’s co-sponsor, Republican Bob Gannon from West Bend, in Washington County, WI, defends the legislation. He argues that the business model of the milk industry is broken. It needs more automation, or to pay employees more, or the dairies should move closer to urban centers where people aren’t working. He reasons that in order to get into this country, you need to do it through a system of checks and balances and that it’s a bad thing that people are hiding and acting like they are not here. He wants everything to be above board and out in the open.

It’s odd to hear a politician touting job-killing automation, advocating raising prices for consumers, or suggesting moving dairy farms nearer to the cities. Indeed, politics is the focus of a new feature documentary from *Los Lecheros*’ production company, Twelve Letter Films, about the failing democracy in Wisconsin, which is struggling to emerge from years of gerrymandered maps, restrictive voter ID laws, and one-party



rule. That documentary is in post-production and due to be released in 2020.

John Rosenow provides a less fanciful picture than that of Representative Gannon. If his labor force disappeared, his next option would be to find a market for his cows and sell them. “I would not be able to farm any more. It would just about kill me, but I have no choice,” says Rosenow. “I know of no other source of labor. The local people would lose their jobs, too.” A 2015 dairy industry study predicted that without an immigrant workforce, 15% of dairy farms would close nationwide, retail milk prices would rise 90%, and over 200,000 people would lose jobs.

In the end, the pressure on Luisa is just too much. Her husband Miguel voluntarily returns to Mexico by car with four friends from neighboring farms. She and her kids fly there a week later. Self-deportation isn’t just a political laugh line.

Los Lecheros may not change the minds of Trump supporters like Joe from Madison. But it does make real and visceral the more abstract headlines and news stories. The movie focuses on dairy farmers, but it could be any slice of the immigrant workforce. Wisconsin dairy farmers are overwhelmingly Republican. It remains to be seen if they will remain that way. ■

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.

Los Lecheros will be presented on Tuesday, November 5, 7 p.m., at the Park Slope Food Coop, 782 Union St., 2nd floor. Free and open to the public. Refreshments will be served.

Special Ordering Temporarily Suspended



We will not be taking
special orders
11/11/19 through 2/3/20
(special orders resume 2/4/20)

Vitamins/Supplements special orders
are suspended indefinitely and will not
resume on 2/4/20

No special orders on fresh baked goods

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

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.



COORDINATORS' CORNER

No Union Decisions About Us, Without Us!

By Karen Mancuso, Gillian Chi, Ellen Weinstat, Dawn D'Arcy, Annette Laskaris, Craig Roberts, Carline Aurelus, Brian Robinson, Jana Cunningham, Kevin O'Sullivan, Yuri Weber, Terry Meyers, Jennifer Brown, John Horsman, Charles Parham, Gerald Barker, Ithran Einhorn, Kathy Hieatt, Jonathan Miller, Mary Gerety, Valerie Ratron-Neal, Kathleen Keske, Jason Weiner, Matt Hoagland, Alex Walsh, Mike Voytko, Jacquelyn Scaduto

If you've been following the union conversation at the Coop, you might be confused about where the staff stands on joining a union—and we wouldn't blame you. The "PSFC Organizing Committee" ("Organizing Committee") has worked tirelessly to mobilize membership for a campaign we believe to be heavy on rhetoric and political ideology, but weak on facts.

This group has consistently portrayed "management" (General Coordinators—"GCs") in the most negative light possible, blaming them for opposing the union effort. In fact, 43 staff members signed a letter in the May 23 *Gazette* to explain something that bears repeating now: "The strongest and loudest opposition to unionizing has come from fellow staff members, not the General Coordinators."

Those of us who do not want to join the Retail, Wholesale and Department Store Union (RWDSU) want the membership to know the truth about what has transpired and why we oppose the Neutrality Agreement.

What the Neutrality Agreement Really Means

Members have recently stood outside of the Coop and General Meetings admonishing members to sign a petition "demanding the Coop's General Managers sign a formal neutrality agreement." And the Organizing Committee wrote a *Gazette* article to "underscore the need for a neutral, fair environment for staff dialogue."

This is ironic, because when the first request for a labor Neutrality Agreement (N.A.) was made by a small group of staff to GCs on March 29, 2019, it was done *without* staff dialogue. An email was sent to all staff *after* the fact, by the Organizing Committee, inviting us to speak with them

about it. But when several of us immediately began asking questions, these same co-workers refused to answer anything.

We quickly learned the true nature of the N.A. would include several clauses that many of us found objectionable. One staff member decided to circulate a petition to all staff, asking the GCs not to sign anything without consulting all staff. The exact language of the petition was "We, the undersigned PSFC coordinators, call upon the General Coordinators to refrain from negotiating or signing a neutrality agreement without first approaching the entire staff body and getting our input." This petition was signed by 35 coordinators.

As a result, the GCs invited the entire staff to meet with the RWDSU representatives and hear the details of the N.A. It was at this meeting that we were finally given the draft agreement. Staff members immediately voiced many objections to the stipulation—too many, in fact, to list them all here. The most egregious stipulation is explained here:

The Arbitrator...or another person mutually agreed to by Coop and Union, will conduct a review of authorization cards submitted by the Union in support of its claim to represent a majority of the Area Coordinators in the requested unit. If that review establishes that a majority of the Area Coordinators in the requested unit has designated the Union as their exclusive collective bargaining representative or joined the Union, the Coop will recognize the Union as the representative of those Area Coordinators.

In other words, the decision to unionize will be made NOT by democratic vote but by a tally of union cards signed by staff. What's wrong with that, you wonder? Some signed under false pretenses, having been advised they could "get more information about the union" if they just signed a card. One staff member was even told by a union-organizing coworker that the General Coordinators were planning to get rid of her, and if she did not sign a card she could lose her job.

We know this is hard to believe, but it's true. Just ask

Receiving Coordinator Jennifer Brown, because that's exactly what happened to her. Of course, some staff signed union cards because they legitimately want to join a union. But some have also changed their minds after greater exposure to the unsavory tactics of the RWDSU. Several staff asked the union for their signed cards back. To date, these have not been returned. Should these cards be counted as a vote for the union? We believe they should not. Still, members are blindly asking GCs to sign a neutrality agreement that would take away our right to vote.

False Statements

If you're one of the members who signed a petition to ask the General Coordinators to sign the neutrality agreement you might have also signed up to receive emails from the organizers. We want you to know that some of the emails you receive from this group contain lies. Here is one lie, quoted from an email sent out after *The New York Times* published an article about the Coop on September 20, 2019:

"The [New York Times] story repeats misinformation about a majority of staff being against unionization. They're referring to a deceptive Linewaiters letter about organizing that management pushed, in a climate of retaliation and intimidation. This is what an anti-union attack on staff looks like."

A deceptive Linewaiters letter that "management" pushed? This is just not true. Said letter, which you can read in the May 23, 2019 edition of the *Gazette*, was written by a group of Area Coordinators with absolutely no input from the General Coordinators and without their knowledge. It was then signed by 43 staff members. If you haven't read that letter, please do.

Recently, a staff person was approached by one of the members who was flyering outside the Coop and asked to "support the staff by signing the petition." To those members petitioning outside the Coop, we ask you to understand that you do not speak for all of us, and constantly referring to "the staff" makes it sound like you do. We've chosen to devote



our careers to running this cooperative grocery store, and we continue to work full-time at the Coop because it is an incredible employer. We beg you—members who are vilifying the Coop "management" and pretending it's on our behalf—please rethink this tactic.

To say that "Coop Values are Union Values" is a huge over-simplification. We—Area Coordinators, members and General Coordinators—stand up for Coop values every day, from the decisions we make about what food to buy and sell, to the excellent wage and benefits offered to paid staff, to the intense effort we put into getting 17,000 people to work together to run a store cooperatively. We don't need to join the RWDSU to prove our commitment to progressive politics, and in fact we believe that this particular union's tactics are unethical and undemocratic.

Let's Vote!

After more than a year of pressure to join this union, we are ready to vote. We respectfully ask the organizing group to file a petition with the NLRB for a democratic union election. If the majority of staff vote to join the RWDSU, then we will join. If not, we will move on from here and keep working on ways to improve our Coop from within. ■



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, November 15, 8:00 p.m.

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



PROSPECT CONCERTS



Come out for a night of big-band swing-dance music, fun for singles, couples or the whole family! Join saxophonist **Lisa Parrott** and drummer **Rob Garcia** as they lead a swing band of world-class jazz musicians.



There will also be professional swing dance instructors giving a group lesson of some basic steps. It's going to be a great night of music, dance, snacks and good vibes to benefit to Park Slope Food Coop.

www.facebook.com/ProspectConcerts

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

RETURN POLICY



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

REQUIRED FOR ANY RETURN

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

CAN I EXCHANGE MY ITEM?

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

CAN I RETURN MY ITEM?

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

**NEVER
RETURNABLE**

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

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

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

RETURNABLE

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

This Issue Prepared By:

Editor (development): Petra Lewis

Reporters: Rene Brinkley

Leila Darabi

Hayley Gorenberg

Art Director (development): Deborah Urra

Illustrators: Caty Bartholomew

Valerie Trucchia

Photographers: William Farrington

Caroline Mardok

Thumbnails: Mia Tran

Photoshop: Adam Segal-Isaacson

Art Director (production): David Mandl

Desktop Publishing: Dana Davison

Dana Faconti

Erin Sparling

Editor (production): Lynn Goodman

Final Proofreader: Lisa Schorr

Index: Len Neufeld

Advertisement: Tuesday Smillie

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.

Abe Asoli	Jennifer Crowe	Alec Huismann	James Mintzer	Kiriko Shirobayashi
Hannah Bae	Sheila Damato	Bronson Johnson	Karen Mintzer	Quincy Simmons
Renee Barletta	Simone Davis	Larissa Jounot	Liane Moccia-Baade	Lindsay Skedgell
Rebecca Barr	Malcolm Donaldson	Rod Jounot	Aaron Morgan	Sari Soghoian
Cloud Bartoli	Fabiana Esteves	Colin Kinniburgh	Cheyenne Morris	Maddie Taylor
Reem Berro	Livia Foldes	Melissa Kowalski	Greg Morris	Jovanna Tosello
Daniel Bertolino	Sascha Garrey	Sai Kuchi	Sarah Nathan	Sriram Venkataraman
Oleg Blinov	Daniel Girard	Andrew Lux	Brian Pollock	Joseph White
Piera Bochner	Tessa Greenwood	Alyssa Maresca	Kenneth Rothbein	John Yang
Jane Brady	Jonathan Gruber	Edith Martis	Cecily Sackey	Grayson Yarrington
Mareike Kristin Burihabwa	David Hammer	Jharonne Martis	Cecilia Salama	Ilham Zoughi
Ntagahoraho Burihabwa	Dominic Harvey	Katherine Matejcek	Mai Schotz	
Nicholas Carbone	Benjamin Harwood	Rachel Meirs	Kayla Schwartz	
Charles Cauman-White	Kristina Hughes	Benjamin Miller	Emily Seawall	

COOP CALENDAR

New Member Orientations

Attending an Orientation is the first step toward Coop membership. Pre-registration is required for all of the three weekly New Member Orientations. To pre-register, visit foodcoop.com. Have questions about Orientation? Please visit www.foodcoop.com and look at the "Join the Coop" page for answers to frequently asked questions.

The Coop on the Internet

www.foodcoop.com

The Coop on Cable TV

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

General Meeting Info

TUE, OCTOBER 29
GENERAL MEETING: 7:00 p.m.

TUE, NOVEMBER 5
AGENDA SUBMISSIONS: 7:30 p.m.
Submissions will be considered for the December 3 General Meeting.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:
Nov 7 issue: 12:00 p.m., Mon, Oct 28
Nov 21 issue: 12:00 p.m., Mon, Nov 11

CLASSIFIED ADS DEADLINE:
Nov 7 issue: 7:00 p.m., Wed, Oct 30
Nov 21 issue: 7:00 p.m., Wed, Nov 13

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, October 29, 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

oct 26
sat 2 pm

Pumpkin Decorating



Glue, glitter, and pumpkins! Bring your own pumpkin or purchase one on site. Participants younger than 16 need to have an adult accompany them. The event is free and open to all.

oct 29
tue 7 pm

PSFC OCT 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 Agenda Committee Election (15 minutes)

Election: Five current members of the Agenda Committee will be presented for re-election to two-year terms. —submitted by the Agenda Committee

Item 2: Interim Dispute Resolution Committee Election (10 minutes)

Election: Two members will be presented for election to fill current openings on the DRC. —submitted by the Dispute Resolution Committee

Item 3: Changes to the Park Slope Food Coop, Inc. 401(K) Plan and Trust (15 minutes)

Proposal: Resolved, that in order to take advantage of the positive changes that will be provided by a new service provider for the Park Slope Food Coop, Inc. 401(K) Plan and Trust, when we change to the new provider, that the 401(K) plan change as follows:

A) Applicants wanting to join the 401(K) plan will become eligible whenever they reach 1,000 hours of service (rather than also having to wait until January 1 or July 1 to join);

B) 401(K) plan participants can change the amount of their 401(K) plan weekly contribution at any time rather than the current constraint of having to wait until either January 1 or July 1. —submitted by Lisa Moore and Joe Holtz, Trustees of the Park Slope Food Coop, Inc. 401(K) Plan and Trust

Item 4: TerraCycle Squad: Budget Renewal April 2019 to end of March 2020 (15 minutes)

Proposal: 1) \$6,000 for this budget period (4/19 to 3/20). 2) If the year ending March 31, 2020, expenses are less than \$6,000, the budget will automatically be approved for the next year through March 31, 2021. The squad will attend the March 2020 meeting and make a Committee report to attendees to announce the expenses for the year ending March 31, 2020, and to announce the continuation of the program for an additional year.

—submitted by TerraCycle Committee

Item 5: Proposal on Plastic Reduction Program at the Park Slope Food Coop (35 minutes)

Proposal: The General Coordinators propose a two-step approach to study and develop a program for plastic reduction at the Coop. The goal is to move the Coop towards a measurable reduction in plastic packaging and bags, used in Coop operations or/and consumed by members, in the most environmentally-, operationally-, and financially- sustainable manner.

The first step will be for the Coop staff to leverage internal and external existing resources to help the Coop develop a plastics reduction program. Examples of existing external resources are Climate Collaborative Project (as a NCG participant), engaging the PCC sustainability program and NCG plastic reduction task force, and consulting with other coop partners to learn and implement best practices. Our goal is to report back to the GM and the Coop at every GM in the next 12-16 weeks with the steps we can take immediately

or in the short-term to reduce plastic packaging and plastic used or consumed by members. If possible, the General Coordinators will implement immediate actions, and report to the GM and membership. The GCs will also report monthly to the GM and in the Gazette on an ongoing basis.

The second step will be to form a staff-member committee to guide Coop progress on reducing plastic and to continue to study and suggest ways in which the Coop and Coop members can reduce their plastic consumption. The committee will be formed no later than mid-2020. The details of the committee—its mission, composition, number of members, responsibilities, etc.—will be reported to the GM when the GCs present the results of the first step in 12-16 weeks.

—submitted by the General Coordinators

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.

nov 1
fri 7 pm

Film Night:

Frozen River



Winner of the Grand Jury Prize at the 2008 Sundance Film Festival, *Frozen River* is the story of Ray Eddy, an upstate New York trailer mom who is lured into the world of illegal immigrant smuggling when she meets a Mohawk girl who lives on a reservation that straddles the U.S.-Canadian border.

Broke after her husband takes off with the down payment for their new doublewide, Ray reluctantly teams up with Lila, a smuggler, and the two begin making runs across the frozen St. Lawrence River carrying illegal Chinese and Pakistani immigrants in the trunk of Ray's Dodge Spirit. *Frozen River* will be presented by the film's composer **Shahzad Ismaily** who has recorded or performed with an incredibly diverse assemblage of musicians, including Laurie Anderson and Lou Reed, Tom Waits, Jolie Holland, Laura Veirs, Bonnie Prince Billy, Faun Fables, Secret Chiefs 3, John Zorn, Elysian Fields, Shelley Hirsch, Niobe, Will Oldham, Nels Cline, Mike Doughty (of Soul Coughing), Graham Haynes, David Krakauer, Billy Martin (of Medeski Martin and Wood), Carla Kihlstedt's Two Foot Yard, the Tin Hat Trio, Raz Mesinai and Burnt Sugar.

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

nov 2
sat 11 am

Medicare Made Clear

Confused by Medicare? What does Medicare cover? How much does Medicare cost? When can I change my coverage? These are a few of the questions we will answer in this educational workshop. Join us to learn all about your Medicare choices. We'll also share tools and resources to help you understand the coverage that may be right for you, including a free educational guide. Whether you're just getting started with Medicare or simply looking to learn more, we're here to help. Long-time Coop member **Mary Blanchett** is a Financial Services Professional who helps Medicare recipients understand their coverage and options.

nov 2
sat 2 pm

Sweet Relief Workshop

Declutter, clear, transform. Make room for yourself. Be inspired, productive and at peace in your home or workspace. Clear overwhelm and shame. Allow your physical spaces to support you to thrive! **Shira Sameroff's** work has evolved over two decades years of experience with individuals, groups, and

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.

oct 26–dec 3 2019

organizations as a workshop facilitator, therapist, event planner, activist, board president, volunteer coordinator and more. She has been a member of the beloved PSFC for as long. Shira's many passions include trees, singing, biking, travel, and Honey Mama's chocolate.

nov 3
sun 12 pm

Sick and Tired of Feeling Sick and Tired?

Wish you had more energy? Can't seem to get through the day without that second (or third) cup? Hopeful that your stress level will drop but never seem to feel that way? Got all the energy you need for the upcoming holiday season? Nutrition Response Testing is a non-invasive system of analyzing the body to determine the underlying causes of ill or non-optimum health. We can help identify nutritional deficiencies that contribute to stress and fatigue and support your body with whole-food supplements, dietary changes and lifestyle hacks that will put the pep back in your step! Long-time Coop member **Diane Paxton**, MS, LAc, is an acupuncturist, colon therapist and Nutrition Response Testing Advanced Clinical Master. She practices here in Park Slope.

nov 5
tue 7 pm

Safe Food Committee Film Night: Los Lecheros



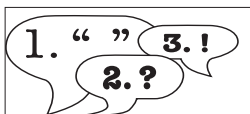
This month's event takes place a week earlier than usual, due to limited space in our movie room. In 17 years of working at a dairy farm, manager Guillermo Ramos Bravo says he has never seen a person born in the U.S. ask his boss for a job. Third-generation farmer John

Rosenow recalls a time when farms were typically worked entirely by family; now, it's "about the last thing that you would do; it's something that's relegated to the immigrants." Los Lecheros explains that farms with immigrant employees produce 70 percent of the U.S. milk supply. Republican farmers who voted for Trump are left hoping he didn't mean what he said about deporting undocumented immigrants, while their workers carry on in fear, or reluctantly return to Mexico.

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.

nov 5
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 Year-End General Meeting will be held on Tuesday, December 3, 7 p.m., at John Jay Educational Campus, 227 Seventh Ave., between Fourth and Fifth Sts.

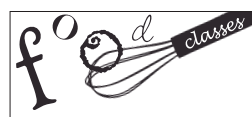
nov 6
wed 7 pm

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!

nov 7
thu 7:30 pm

Food Class: Napa Kimchi 101



Kimchi is a delicious condiment and powerful health-supportive food. In the last decade, science is recognizing the importance of ferments for optimal digestive health. This class is for beginning ferment enthusiasts. You will learn step-by-step instruction on how to make a classic napa cabbage kimchi. Traditional and vegan options will be discussed. **Sung Uni Lee** is a Korean-American who grew up with the honor of taste-testing large batches of kimchi. A culinary instructor, she has two decades experience in teaching and empowering people with her passionate knowledge of food and culture. She is one of the administrators of the monthly Park Slope Food Class series. *Menu includes: Salting Cabbage; Traditional & Vegan Kimchi Filling; Steamed Tofu with Salted Cabbage Wrap. This class is gluten- and dairy-free, with vegan options.*

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/CCCChef1.

nov 15
fri 8 pm

Swing Band



Come out for a night of big-band swing-dance music, fun for singles, couples or the whole family! Join saxophonist **Lisa Parrott** and drummer **Rob Garcia** as they lead



a swing band of world-class jazz musicians. There will also be professional swing dance instructors giving a group lesson of some basic steps. It's going to be a great night of music, dance, snacks and good vibes to benefit to Park Slope Food Coop.

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](mailto:BevGrant@aol.com).

still to come

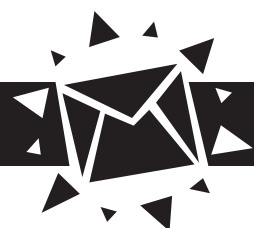
dec 3

Plow-to-Plate Film

dec 3

PSFC YEAR-END General Meeting

LETTERS TO THE EDITOR



HOW TO CUT DOWN ON THE AMOUNT OF ROLL BAG PLASTIC IN 10 SECONDS....

DEAR COOP PHRENS,

Our current roll bags are 19.5 x 12 inches, for a total of 234 square inches of plastic, x 2 (because these are flat-laying bags) for a total of 468 square inches of plastic. These bags are huuuuuge! There are very few things at the Coop that require a bag of this size, except for an overgrown palmetto berry. We could easily cut down on plastic use by half by using a smaller bag, say 234 square

inches, which means each side would be 117 square inches. Just to make things easier, let's round that off to 120 square inches each side. That would result in a lot of different combinations, including 12 x 10 inches, or 6 x 20 inches, or, my personal favorite, 8 x 15 inches, which still has plenty of space to safely to protect a large number of locally sourced, shade grown, minimally treated bag of Küchenmüsen apples. I know it may be hard to buy these bags "prêt-à-porter," but since we're this powerhouse of economic justice, I am certain there are companies that would happily produce a few hundred thousand

of these smaller, less wasteful bags at a competitive cost.

Pas avec la langue dans la joue,
Robert M. Berkman,
Recently retired from
Coop work (despite Joe Holtz's
strenuous objections)

CIVIL DISOBEDIENCE WITH EXTINCTION REBELLION

MEMBERS,

What if you could stop the extinction of life on this planet? What if you could stand up against injustice and oppression? What if you could help to create a loving and generous world where all people were valued and treated with loving kindness?

You can.

On October 7, I joined EXTINCTION REBELLION (XR), a global non-violent civil disobedience movement. I arrived in Battery Park for a funeral march. We walked through the financial district; there was a die-in in front of the New York Stock Exchange, to raise awareness about the corporate investors' greed at the core of the climate crisis.

People are choosing to "Rebel for Life."

To raise awareness and build community, this direct-action movement held a five-day public festival. People spoke their fears and sorrows around the climate crisis and connected with loving energy and support. In Washington Square Park, hundreds learned about the

movement at a welcome table, non-violent civil disobedience training, a healing center, sharing food, silk screening, singing circles, musical performances, citizen's assemblies, and more.

At Columbia, students rallied, demanding that the university divest from fossil fuels. They sang: "The people gonna rise like the water, they're gonna shut this system down. I hear the voice of my great granddaughter saying climate justice now!"

At Times Square folks stopped traffic with a boat and people surrounding it. A group of protesters superglued themselves to the boat. I sat in the circle surrounding the boat. We linked arms, and we got arrested. We put our bodies on the line to raise awareness of the magnitude of the problem.

In the holding cells we comforted each other, sang songs, bonded, waited, and dreamed of shifting the system. I experienced so much love, hope, and passion. People came from all over the country and around the world. All over the globe affinity groups meet and create local actions. I met people from Boston, DC, Maryland, Vermont, Upstate New York, and Brooklyn.

The week ended with a celebration with much excitement about gaining more members.

That's where I turn to you my Coop community: I have been a member for over 20 years and feel this movement aligns deeply with our values. Please check out Extinction Rebellion (www.xrebellion.nyc). If it speaks to you, and you want to do everything possible to halt the climate crisis, join us. Disruption raises awareness, the system is built on greed. Together we can make a difference while there is still time. Another

world is possible.

I am writing to you because I believe in the power of community to stand up against injustice. We have a chance to turn the tides of climate disaster, but we cannot do it individually, even living mindfully.

At Extinction Rebellion events, all are welcomed. We plan community outreach to grow this movement through non-violent means to awaken the governments and corporate leaders to commit to doing everything in their power to shift the climate crisis. www.xrebellion.nyc.

"Rebel for Life,"
Mahayana Landowne

REPLY TO YOHN LETTER ON COOP'S RETIREMENT POLICY MODIFICATION

MEMBERS,

In a letter, Susan Yohn objects to the most recent modification of the Coop's retirement policy, because it somehow would interfere with her own and others' retirement plans. She doesn't describe the change, which extends the "sliding scale," reducing the number of years of work required for those working members between ages 65 and 70.

While the Coop usually doesn't make such changes without months of discussion, no one, except possibly the coordinators who must ensure that all squads have sufficient staff, is prejudiced by this one, which compels no member to work longer than they did before the change, especially since retirement is not compulsory. Many members (me included) have chosen to continue to work beyond our "sell by" date.

Janet Gottlieb

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.

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.

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.

LABOR COMMITTEE REPORT

The Fair Food Program—Coming to the Produce Aisle Soon—Part 2

By Eric Frumin

In the previous issue of the *Gazette* (October 10), we reported on the November arrival of winter tomatoes from Florida, under the label of the “Fair Food Program” (FFP). Coop members will now be able to keep buying many of our favorite tomatoes, while simultaneously supporting one of the most trailblazing efforts to protect farmworkers from abusive working conditions.

Several kinds of tomatoes, under the labels Sun-ripe (conventional) and Lady Moon (organic), will have special labels from the Fair Food Program.

The October 10 issue inadvertently omitted copies of the labels that the Coop will likely be using. Here they are:



THIS LITTLE LABEL IS MAKING A BIG DIFFERENCE IN THE LIVES OF FARMWORKERS.

For the 35,000 workers in the Florida winter-tomato fields, the program assures that growers comply with some of the strictest standards in the nation for decent treatment of farmworkers. Those standards protect them from hazardous working conditions, sexual harassment, poverty wages, wage theft, retaliation against undocumented workers, and more.

In July, voters at the General Meeting (GM) overwhelmingly approved the proposal from the Coop's Labor Committee to use this label for all tomatoes produced at FFP farms, informing Members about this innovative program and the importance of supporting such protections.

See the August 15 *Gazette*

for details about GM discussion, and the October 10 issue for more details about the program.

At a time when people of color, as well as immigrants, are still the victims of repressive legal and social regimes in the U.S., the Fair Food Program provides a concrete step to right some of those wrongs.

The Labor Committee encourages Members to learn more about the Fair Food Program: www.fair-foodprogram.org.

Members can also learn about the Coalition of Immokalee Workers, the incredible group of workers who organized this “worker-driven social responsibility” program for themselves and their fellow workers: <https://ciw-online.org/>.

Stay tuned for more details about the FFP in future *Gazette* issues.

For more information, check out the Labor Committee's: Website at <https://psflaborcommittee.wordpress.com/>; Twitter feed, @PSFLabor; or write to us at psflaborcommittee@gmail.com.

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.

THE GAZETTE INDEXES

If you are interested in the history of the Coop or in when and how particular subjects have been discussed in the Linewaiters' *Gazette*...

Send an e-mail to Len Neufeld, *Gazette* indexer, at lenneufeld@verizon.net, to request PDF files of either or both of the following indexes:

- An alphabetized list of the titles of all articles published in the *Gazette* from 1995 to the present, with issue dates.
- An alphabetized list of all subjects (including people's names) discussed in *Gazette* articles from 1995 to the present, with article titles, issue dates, and page numbers (titles and subjects for earlier years are being added).

Many of the *Gazette* issues referenced in these indexes are available as PDFs on the Coop's website. (Copies of these and additional issues are also available at Brooklyn's Central Library, located at Flatbush Ave. and Eastern Pkwy. on Grand Army Plaza.)



CATHY WASSYLENKO

If you are eligible for **FTOP** work credits, **CHiPS** has an immediate need for a volunteer who knows the ins & outs of **WordPress** and can make some updates/fixes to the CHiPS website, updating the WordPress version, adding videos/banners (**HTML code**) to existing pages, helping with error messages, etc.

All work can be done remotely.

Contact
laura@chipsonline.org
to volunteer.

HEARING OFFICERS COMMITTEE REPORT

Hearing Officers' Report on October 5, 2019 Hearing

By Jacob Heyman-Kantor and
members of the Hearing Officers
Committee

On October 5, 2019, a disciplinary hearing was held at the request of a member accused of theft of services and uncooperative conduct. It was conducted in accordance with the Coop's Disciplinary Procedures, as adopted and amended by the General Meeting. Since the procedures specify that

hearings be kept confidential, this report omits the names of all participants.

Prior to the hearing, the Coop's Dispute Resolution Committee (DRC) investigated reports that the member had engaged in a pattern of violating Coop rules by intentionally and repeatedly arriving extremely late for shifts and/or taking extremely long breaks during shifts, and on these occasions

falsely representing to the Coop, through shift sign-in sheets, that the member had worked the full shift.

The DRC's investigation included reviewing Coop records, physical evidence, and witness statements, as well as interviewing the accused member and allowing that individual to respond to the allegations. After the DRC interviewed the accused member, but before the DRC concluded its investigation several months later, the DRC found evidence that the accused member had on two additional occasions arrived extremely late for shifts and taken extremely long breaks during shifts. The DRC again contacted the accused and

allowed the individual to respond to this evidence of additional violations.

At the conclusion of its investigation, the DRC determined that the accused member had committed theft of services and uncooperative conduct. Given the repeated and intentional nature of the violations, the DRC asked the accused member and that person's household to resign from the Coop permanently. The accused member exercised the right to request a hearing before a Hearing Group panel of fifteen Coop members in good standing selected at random, with three members of the Coop's Hearing Officer Committee (HOC) presiding.

After reviewing the presentation of charges by the DRC, the accused member's response, and witness statements, panelists were invited to ask clarifying questions of the participants.

At the conclusion of the presentation of evidence, nine panelists were selected at random to form a Deciding Group, which met in closed session and voted to confirm or reject each of the charges. The members of the Deciding Group agreed that the accused member had violated the Coop rule prohibiting theft of services on 11 out of 12 different dates over a three-year period (for most of the violations, the Deciding Group was unanimous). The Deciding Group

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.

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.

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.

SUN, OCT 27

4 p.m. BPL Chamber Players at the Brooklyn Central Library, Dr. S. Stevan Dweck Center for Contemporary Culture. Free admission.

MON, OCT 28

7:15 p.m. doors, 7:45 p.m. performance. The Park Slope Food

Coop International Trade Education Squad and Irondale Ensemble Theater Project invite you and one companion to a "music-stand reading" of *Sweat*, the Pulitzer Prize-winning play by Brooklyn's own Lynn Nottage about the effects of NAFTA on unionized workers. Irondale Center, 85 S. Oxford St., Fort Greene. Bring your Coop card. Contributions accepted.

FRI, NOV 1

7:30 p.m. Brooklyn Contra Dance. If Swing and Square dancing met in a bar, you'd get Contra. Live music, bringing a partner is not necessary. A great way to meet new people! First and third Fridays @ Camp Friendship, 339 Eighth St. Brooklyn. \$15 General / \$12 Student / Volunteer – Dance Free. www.brooklyncontra.org.



was then dismissed from the proceeding.

The DRC members made a formal recommendation that the Hearing Officers vote to expel the accused member. The accused member was given a chance to respond.

After meeting in closed session, the Hearing Officers returned to announce their decision that the member and their household were expelled. ■

CLASSIFIEDS

SERVICES AVAILABLE

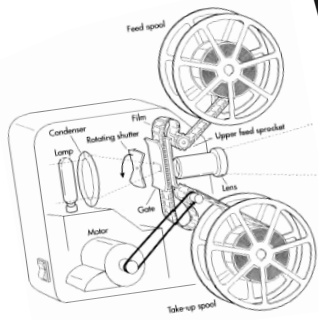
EXPRESS MOVES. One flat price for the entire move! No deceptive hourly estimates! Careful, experienced mover. Everything quilt padded. No extra charge for wardrobes and packing tape. Specialist in walkups. Thousands of satisfied customers. Great Coop references. 718-670-7071.

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

VACATION RENTALS

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

ARE YOU A BROOKLYN-BASED FILMMAKER?



Would you like to screen your work at the Coop?

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

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

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

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



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.

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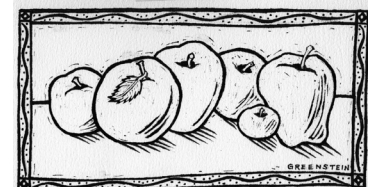
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Amy Cunningham
Funeral Director
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Amy@FittingTributeFunerals.com



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&



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★ 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.

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, Wednesday, 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.

Bathroom Cleaning**Monday, Wednesday, Thursday, 12–2 p.m.**

This job involves cleaning the Coop's six bathrooms: two on the shopping floor, one in the basement, and three on the second floor. Using a checklist of tasks, the squad of two members will coordinate the work by dividing up various cleaning tasks that include, but are not limited to, scrubbing floor tile, cleaning toilets

and sinks, mopping floors, and re-supplying the bathrooms. The Coop only uses all-natural products for its maintenance tasks. This job is perfect for members who like to clean and will be conscientious about doing a thorough job. Please report to the Membership Office on your first shift.

Soup Prep**Friday, 7–9:45 a.m.**

Do you have a strong social conscience? Do you hate waste? You can help the Coop rescue slightly damaged food and turn it into ingredients for nutritious meals. You will be sorting and packing food by category (vegetables, fruit, eggs, milk, etc.). The job involves some lifting and you'll probably spend a few minutes in the walk-in coolers. On some days, you and a partner will be asked to take a U-boat of food to CHiPS, the soup kitchen down hill on Fourth Ave.

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.

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

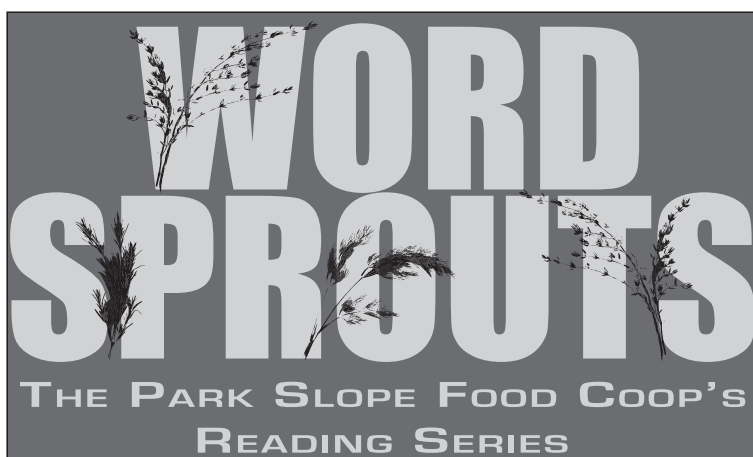
Work with a small, dedicated team to facilitate new members joining the Coop after orientation. Attention to detail a plus. Must have excellent attendance and Membership Office experience. Contact Jana Cunningham in the Membership Office at 718-622-0560 to sign up for this shift.

Store Equipment Cleaning**Wednesday, Friday, 6–8 a.m.**

This job involves meticulous deep cleaning of the store's checkout equipment and furniture. Workers are required to read and follow detailed instructions for cleaning the scales, printers, and monitors as well as cleaning the furniture and organizing checkout worker's tools and supplies. Must arrive on time at 6 a.m. Please report to the Membership Office on your first work shift.

Receiving Produce**Saturday, Sunday, 5:45–8:15 a.m.**

Start your day with a workout and a sense of accomplishment! Work side-by-side with our paid staff to maintain the produce aisle on our busiest shopping days of the week. You will be stocking, consolidating, organizing, and cleaning in the produce aisle. In addition, you will be working in our cold basement coolers and moving carts of produce through the very busy produce aisle. Boxes weigh between 2–30 lbs., but can weigh up to 50 lbs. If you enjoy working at a fast pace, being busy, are able to pay close attention to detail and you are willing to get your hands a little dirty (and a little wet) then you'll fit right in. We promise your energy will be put to good use. Please, only sign up for this shift if you can LIFT.



**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.**

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.