

Minutes of the Tuesday, December 3, 2019 Park Slope Food Coop General Meeting

The monthly General Meeting of the Park Slope Food Coop was held on Tuesday, December 3, 2019 beginning at 7:15 pm at John Jay High School, with Charlie Rogers as Chair, Dan Edgewood as Secretary, and Tim Plat on the table.

Open Forum

- Is there paid maternity leave for PSFC staff?
- Please respect the DOE rule around no eating in the auditorium/school, and reminder/request to audience to follow the request of Chair that the attendees not applaud.
- Has there been education to members about how to reduce plastic bag usage?
- PSFC paid staff member speaks in opposition to a petition circulating asking the General Coordinators to sign the neutrality agreement
- Member union organizer shares her experience with card check agreements.
- Member shares an idea for using American Sign Language "yes" symbol instead of applause.

Coordinator Reports

Joe Szladek, General Coordinator -

- Thanksgiving sales report.
- Staff comings and goings: Glorina Phillips, Yisroel Kolarsky hired into full-time positions in the Receiving department.
- Holiday shopping hours: Tuesday 12/24, 8 am - 5 pm; Wednesday, 12/25, Coop closed; Tuesday, 12/31, 8 am - 5 pm, Wednesday, 1/1/2020, 10:30 am - 7:30 pm

Ann Herpel, General Coordinator -

- Plastic reduction report. Once we receive the dispensing units the Coop will try out two alternative bags in produce and bulk aisles: a compostable bag (costs the Coop 4 cents each) and a 100% post-industrial recycled plastic bag (costs the Coop 1 cent each). The current plastic roll bags the Coop makes available cost the Coop .1 cent (one tenth of a cent) each. We will also be trying a deli container made from compostable PLA (plant-based plastic) with cream cheese. Reminder to attendees of the several alternatives to single use bags that the Coop currently sells.
- Eco-tip of the month: switch from liquid soap to bar soap. Many bar soap alternatives in aisle 5A.

Joe Holtz, General Coordinator -

- Financial report for the 40 weeks ending 11.10.2019, plus Q & A

Committee Reports

Jen Chapin and Eric Fruman, Labor Committee. The GM approved collaboration with the Fair Food program went into effect last month. Informs attendees about a petition signed by 3700 people requesting the General Coordinators sign a Labor Neutrality Agreement. Committee members handed the petition to General Manager, Joe Holtz

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Bart DeCourcy. International Trade Education Squad. NAFTA, and openings on the Committee.

Item 1: Election of Hearing Office Committee (10 minutes)

Election: The committee will present one candidate for the committee. Hearing Officers work on an FTOP basis when needed and serve three-year terms.

-- submitted by the Hearing Officer Committee

Current Hearing Officer Committee members present the candidate, Julie Vasady-Kovacs. Members voted by paper ballot. Candidate was elected by an overwhelming majority.

Item 2: Amendment to the Park Slope Food Coop Pension Plan and Trust (10 minutes)

Proposal: To amend the Park Slope Food Coop Pension Plan and Trust as follows:

1. Change the pension plan year for all participants to Jan 1 - Dec 31, for parity with our 401k plan;
2. Entry into the pension plan occurs the first day of the month after eligibility is established.
3. Automatic/forced lump sum and/or rollover distribution when employees leave the company with a present value less than \$5K (for parity with 401k plan). Any participant with a balance of less than \$5K must take either a lump sum or rollover their balance to a qualified retirement account regardless of when they ended their employment.
4. Change wording to ensure beneficiaries receive lump sum payment and/or rollovers immediately; i.e., remove any wording that restricts distribution until the normal retirement age of the beneficiary.

-- submitted by the Pension Plan Administrator Lisa Moore and Pension Trustee Joe Holtz

Lisa Moore and Joe Holtz presenting. Q & A.

Motion formally presented, and seconded.

Discussion.

Vote by show of hands. Passed by an overwhelming majority.

Item 3: Amendment to the 401K plan to allow for earlier entry into the plan (10 minutes)

Proposal: To amend the 401K plan to allow employees to join the plan 30 days after the date of employment rather than the current required wait of 1000 hours of employment.

-- submitted by Lisa Moore and Joe Holtz, Trustees of the Park Slope Food Coop Inc

401(K) Plan and Trust.

Lisa Moore and Joe Holtz presenting. No questions.

Motion formally presented, and seconded.

Discussion.

Vote by show of hands. Passed by an overwhelming majority.

Item 4: Food Delivery Pilot (45 minutes)

Discussion: Should the Coop implement a 3-month pilot program in January delivering food to people with physical disabilities?

-- submitted by the Home Delivery Study Committee

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Committee members present the details of the pilot program. Committee announces a change to the proposed item: the pilot program would start in March instead of January.
Discussion and Q & A.

Minutes

No edits were suggested for the October 29, 2019 General Meeting Minutes.

Board of Directors Meeting

Board members Joe Holtz (ex-officio), Sukey Tamarkin, Rachel Asher, Allen Zimmerman, Imani Q'ryn, and Bill Penner were present for the vote.

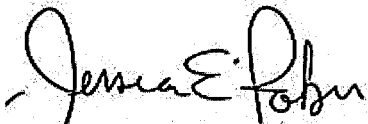
Board voted 6 - 0 in favor of accepting the advice of the members with regard to the Minutes from the October 29, 2019 General Meeting

Board voted 6 - 0 in favor of accepting the advice of the members with regard to agenda item #1

Board voted 6 - 0 in favor of accepting the advice of the members with regard to agenda item #2

Board voted 6 - 0 in favor of accepting the advice of the members with regard to agenda item #3

Meeting was adjourned at 9:30 pm on 12/3/2019.



Jessica Robison, General Coordinator
covering for Jessie Rosenfeld, Coop Secretary, who was absent.

01/16/2020
Date Submitted

