

Minutes of the Tuesday, March 26, 2024 Park Slope Food Coop General Meeting

The monthly General Meeting (GM) of the Park Slope Food Coop (PSFC) was held at the Prospect Park Picnic House on Tuesday, March 26, 2024, beginning at 7:10 p.m. A few weeks beforehand, an announcement about the scheduled meeting and the agenda were posted on the PSFC website, foodcoop.com, inviting members to participate. Meeting materials were made available to all Coop members by email before the meeting. Chair Committee members Josef Szende and David Moss served as chair and secretary.

Information Item

General Manager, GC and treasurer Joe Holtz made an announcement to update the GM on the search for a venue to rent for a future GM to discuss the topic of boycotting Israeli products, and the status of the four GM agenda submissions that members have made on this topic. The meeting discussed the issue.

Open Forum

Topics raised by members included pro and con opinions on boycotting Israeli products to protest the war in Gaza, a request regarding the shopping cart storage area outside the store, and an idea on produce items that are composted.

Financial Report and General Coordinators' (GC) Reports

Joe Holtz provided answers to issues raised during open forum, before presenting a preliminary (due to the ongoing annual audit) financial report, referring to notes and statements for the 4-week period ending 2/25/24. GC Elinoar Astrinsky answered issues raised during open forum before making a report which included a plumbing issue that arose recently and is being repaired, and a produce and other products update.

Committee Reports

There were no committee reports.

Agenda item 1 – Presentation of Candidates for the Board of Directors

Six of the member candidates for two board seats to be filled at the June 2024 annual meeting board of directors election – Tess Brown-Lavoie, Avery Houser, Ramon Maislen, Jimmy Royston, Sondra Shaievitz and Keyian Vafai -- each addressed the meeting and responded to member questions. Member candidate Juliann Buzzanca, who was not in attendance, submitted a video presentation, which was viewed by the meeting. Member candidates Richard Alvarez and Ralph Yozzo were not in attendance.

Agenda item 2 – Discussion: Coop Employees and Personnel Policies

GCs Joe Holtz and Lisa Moore co-presented the item: a draft document describing the structure of personnel-related matters at the PSFC, which is copied below in italics. The meeting discussed the item.

The General Coordinators (GCs) propose:

1. The GCs shall be solely responsible for all personnel-related matters, including but not limited to the employee handbook, benefits, salaries and wages, hirings, and terminations, for all staff supervised by the General Coordinators or the General Manager.

2. Role of the Personnel Committee

a) The Personnel Committee, in collaboration with the General Coordinator team:

1. shall be responsible for all GC personnel-related matters, including but not limited to the General Coordinator Handbook, benefits, and salaries;

2. shall have the authority to hire General Coordinators;

3. shall choose a General Manager who will be presented for approval at a General Meeting.

b) The Personnel Committee, in collaboration with the GC responsible for HR and/or General Manager; shall have the authority to take disciplinary actions, in accordance with the General Coordinator Complaint and Grievance Policy and the Employee Handbook, up to and including termination, against General Coordinators and the General Manager.

3. Personnel policies shall be the sole purview of the General Manager, General Coordinator Team, and/or the Personnel Committee. Those entities have the sole authority to bring these matters to the General Meeting.

4. Once approved, the above motions shall replace all other GM-approved motions on these matters.

This proposal is based on the following considerations. These considerations must be formally entered in the minutes of this meeting:

- 1. The creation of the Personnel Committee was approved by the Board of Directors during several General Meetings in 1981;*
- 2. The Board of Directors, through the General Meeting, entrusted all personnel matters to the General Coordinators for employees reporting to them in December 1995 and February 2002;*
- 3. The General Coordinators regularly seek the review and input of policies contained in the employee handbook from National Cooperative Grocers (NCG) recommended employment lawyers;*
- 4. The General Coordinators review handbook changes with employees in advance of implementation and take employee input on policy changes into consideration;*
- 5. The General Coordinators and the Personnel Committee have collaborated with an NCG-recommended employment lawyer to develop a robust policy for all complaints against General Coordinators in line with Human Resources (HR) and food cooperative industry standards;*

6. *Human Resource (HR) policies must be held to the highest standards of confidentiality and protected from unauthorized disclosures to avoid legal and financial risks to the Coop.*

Presentation of Minutes

Coop secretary Elizabeth Tobier presented the minutes of the February 27, 2024 GM, which were approved by general consent.

Board of Directors' Meeting

Shayna Moliver chaired the Board of Directors' meeting. Five board members were present: Joe Holtz, Tim Hospodar, Shayna Moliver, Imani Q'ryn and Brandon West. Viren Mehta was absent. All members of the board present voted in favor of accepting the advice of the members on the minutes of the February 26, 2024 GM.

The meeting was adjourned at 9:11 p.m.



Elizabeth Tobier, Secretary
Park Slope Food Coop
Brooklyn, NY
March 28, 2024
(Approved by the April 30, 2024 PSFC GM)