

Minutes of the Tuesday, April 30, 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, April 30, 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 Charlie Rogers and Arpita Dey served as chair and secretary.

Open Forum

Topics raised by members included pro and con opinions on boycotting Israeli products to protest the war in Gaza, whether or not BDS advocates violence, an 4/30/24 *Linewaiters' Gazette* letter titled, "Coop Members Engage in Intimidation Campaign," concerns about harassment, calls for in-person/remote hybrid General Meetings, voiced support for restarting the second location search, support of childcare for Coop members, an interest in a Coop delivery option, and a request for information on the availability of Sumo citrus oranges.

Financial Report and General Coordinators' (GC) Reports

Treasurer, GC & General Manager Joe Holtz presented a preliminary (due to the ongoing annual audit) financial report, referring to notes and statements for the 8-week period ending 3/24/24. Joe also explained why the Coop cannot restart childcare. GC Joe Szladek briefly touched on the ongoing project of a home delivery pilot program before providing a member labor report along with GC Ann Herpel. Joe Szladek and Ann also spoke to issues brought up during Open Forum. The meeting discussed the reports.

Committee Reports

There were no committee reports.

Agenda item 1 – Personnel Policies: Personnel Committee and General Coordinator Roles

GCs Joe Holtz and Lisa Moore introduced the proposal, which is copied below in italics. After discussion, the meeting voted by hand count, because not enough ballots had been prepared. There were two attempts at counting hands. The first result was 71 yes, 86 no votes. The second result was 80 yes, 85 no votes. Thus, the proposal was voted down.

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.^{3,4}*
2. *Role of the Personnel Committee^{1,2}*
 1. *The Personnel Committee, in collaboration with the General Coordinator team:*
 1. *shall be solely responsible for all personnel-related matters, including but not limited to the General Coordinator Handbook, benefits, and salaries;*
 2. *shall have the authority to hire General Coordinators and decide General Coordinator and General Manager salaries;*

3. *shall present a General Manager candidate for approval at a General Meeting.*
2. *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 Complaint and Grievance Policy and the Employee Handbook, up to and including termination, against General Coordinators and the General Manager.⁵*
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 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 and the General Manager in line with Human Resources (HR) and food cooperative industry standards. The complaint policy includes the provision to employ a neutral third-party employment lawyer to thoroughly investigate these complaints and provide recommended courses of action for any offenses committed;*
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.*

Agenda item 2 – Discussion: Solutions for Working Families without Childcare

Member Lauren Belski introduced a discussion concerning ideas on alternatives to the childcare needs of members. The meeting discussed the topic.

Presentation of Minutes

Coop secretary Elizabeth Tobier presented the minutes of the March 26, 2024 GM, which were approved by general consent.

Board of Directors' Meeting

Tim Hospodar chaired the Board of Directors' meeting. Four board members were present: Joe Holtz, Tim Hospodar, Imani Q'ryn and Brandon West. Shayna Moliver and Viren Mehta were absent. All members of the board present voted in favor of accepting the advice of the members on the minutes of the March 26, 2024 GM. All members of the board present voted in favor of accepting the advice of the members on agenda item 1, Personnel Policies: Personnel Committee and General Coordinator Roles.

The meeting was adjourned at 9:30 p.m.



Elizabeth Tobier, Secretary
Park Slope Food Coop
Brooklyn, NY
May 3, 2024
(Approved by the May 28, 2024 PSFC GM)