

**HARVEST COOP MARKETS
28 JANUARY 2008
FINAL PUBLIC MINUTES**

Session begins: 7:00 p.m.

Minutes taken by Diane Simpson

Attending: Betsy Adams, Matthew Altman, Steve Clifford, Amy Cotter, Jessie Grogan, Margaret Lamb, Jessie Myszka, Salil Simon Payappilly, Diane Simpson (Board Administrator), Joe Slag, Mike St. Clair, General Manager (via phone).

Guests: Bill Bumpus, Noah Cohen, Deon Furtick, David Rego, Matthew Andrews, Christian Fernandez, Angela T. Piñeras, Patrick O'Meara

Agenda discussion 7:00-7:05

Discussion of board discount postponed to next meeting

Public Comment

Written statement from David Rego

I am a member of the co-op and bring to your attention my concerns about management of the Jamaica Plain Store.

Any member who shops at the JP store and the Cambridge store would agree that JP is truly a community market in action. As a smaller store, we know its workers and readily engage with them as members of a community market *and* as members of the community at large.

Because of this relationship, I can tell you that customer service at the JP store exceeds any service I have ever received in the Cambridge store.

It is because of that climate of relatedness and respect that I express sincere concern when employees are treated in a manner inconsistent with the co-op bylaws article 2, section 1, which states as purpose,

To provide a positive and rewarding work environment for its paid and volunteer staff.

I am concerned that recent firing of two employees for failure to punch out for a break has cost us two valuable and valued employees at the store. From personal experience, one now- terminated employee was kind enough to turn from the empty bread shelf, step outside to the curb, and get the brand of bread I was looking for from the delivery man.

I am troubled and embarrassed that management would think it appropriate to dismiss an employee when it is my understanding that past practice in the JP store has been lax on punching-out for break and that management had previously made corrections with no sanction to any employee.

As a member, I expect that our employees are treated in a manner consistent with the spirit of the co-op bylaws. As a member, I am very concerned that management would think it an effective use of co-

op resources to fire employees for a fifteen minute or a sixty minute discrepancy, when past practice has been to fix such errors with no sanction.

We are ill-served by a management that thinks it economically sound to dismiss employees and burden us with the cost of advertising and training new employees for a ridiculous infraction which is easily corrected, amenable to progressive discipline, and fundamentally adding up to a mere hourly wage, or one quarter of an hourly wage.

I ask that the board, in executive session, direct management to offer these dismissed workers reinstatement at the JP store, and that a fair and reasonable human resources policy of progressive discipline—to further our cooperative’s goal of respect for workers—be instituted. Management skates perilously close to subjecting our cooperative to litigation when it arbitrarily and capriciously dismisses valuable workers. It also damages our community in JP, and it is with sincere concern that I bring this matter to the board.

Matthew Andrews (worker at JP store)

Matthew Andrews explained Deon's situation from his perspective. On Saturday morning, January 19th, Deon Furtick, a four-year employee the Harvest Coop in Jamaica Plain, was terminated. The official reason for his dismissal is because he did not punch out on the time clock for his lunch break. Matthew concluded his remarks by requesting that the board take the following actions:

1. Ask management for the real reason Deon was fired. 2. Tell management to give Deon his job back, with back pay. 3. Tell management to enforce rules equally and fairly, with progressive discipline. 4. Tell management to listen to employees and respect our right to raise grievances. 5. Develop a policy to provide due process rights that will protect employees from arbitrary termination.

Written statement from Adam Frost (long-time member and member worker)

We members would like to know in detail about working life at our co-op. We prefer that co-op management share with us successes and challenges with staff, in detail, so we can provide feedback and guidance. Aside from keeping private issues appropriately private (such as garnishment of wages for child support), we feel that all personnel matters, and all operations matters, should be shared in detail with the members, so that we can provide proper democratic oversight of the co-op. For example, we would like to know in detail what led to Deon’s firing, so we can help prevent future failures like this, and perhaps help management rethink this particular decision.

Board response: The board had asked management to act within the law. Management has held meetings with supervisors about what they can and cannot say to employees. The board cannot say when or if they will be able to respond at this point in time.

GM Report

Mike S.

Installation to begin today on new front-end scanner system

Cafe up & running now for 3 months; better influx of business during normal downtimes

Passing of Jim O'Connor: spent many years developing accounting systems for co-ops in the Boston area; meeting room will be dedicated to him

Donations from annual holiday program raised over \$3,000 for Greater Boston Food Bank and Food for Free

March 6 will be the dedication of the community room (daytime event)

Board Retreat

Steve S.

Meeting will be at the Paulist Center, 5 Park Street

8:30 a.m.-4 p.m.

Goal is a board workplan that they all agree that they want to work on

They delegate work after the retreat

Will committee members be involved such as the chair of the MSCC?

Is it worth their time? (45 minutes)

Part of the purpose of having them come is to allow them to meet people.

Comments:

I think they would be willing to stay the whole morning.

How do people feel about the balance?

We will need to modify the schedule if we encourage staff and committee members to come and share their vision for the co-op.

It appears that there would be 11 staff members attending at this point.

Encourage the staff who will be attending to check with their staff for ideas for the visioning.

Whole morning for visioning is a bit much but somewhere between 45 min an entire morning is a good compromise.

Question: What about the topics?

Comments:

Concerned that we're biting off a lot with this agenda.

Prioritize visioning and workplan over committee structure and assignments.

OK with me to put off committee assignments but if we don't meet for a month we might have lost some of the fresh ideas. Perhaps we should have another meeting prior to next board meeting.

We could have subcommittees do some work between meetings.

Tabling with MSCC

Amy C.

Amy sent around sign-up sheet to table with MSCC

Public Minutes

1 edit:

“Payroll services are now being provided by ADP rates are \$38 week more than FMS
ADP is the largest payroll services company in the country.”

Motion: Accept public minutes with one edit.

Amy moves to approve Jessie G. seconds Public Minutes approved 9-0-0

8:45 public session ends

Harvest MSCC Meeting Minutes

March 27, 2008

Members present: Jessie Grogan, Liz Levy, Emily Weiss, Chris Durkin, Joe Slag

I) Tabling

- A) We are all set through June—thanks to the board for stepping up as we are dwindling
 - 1) April: CB: Steve and Amy; JP: Jessie M and Matt
 - 2) May: CB: Steve and Betsey; JP: Joe and Matt
 - 3) June: CB: Liz and Salil; JP: Margaret and Jessie G
- B) Jessie G volunteered to sub if needed

II) Dinner—April 9

- A) **Emily and Jessie** will be the representatives, and will follow a loose forma like Joe and Liz did
- B) **Chris** will keep inviting people, but he's getting a low response
 - 1) He will try more recent joiners
- C) We will still plan on going over feedback after we host a few dinners

III) Field Trips

- A) **Chris** has been in touch with the tomato festival farm in Granby and Ward's Berry Farm about the festivals. He hasn't hear back but will e-mail again.
- B) Our biggest challenge is getting the word out
 - 1) If possible, we would like to have small take away flyers (quarter sheet) for MAD tabling in April (if we know the dates), May, and June (if the berry festival hasn't already happened)
 - 2) **Emily** will make the flyers as well as a few 11x17 posters to hang in the store
- C) **Liz will write a newsletter article**
- D) Field or Greens volunteering—we think we can do this a few times, and can plan early so we can get eh word out
 - 1) **Emily** will e-mail her contact there to find out what dates work

IV) Picnic

- A) We need to decide at our May meeting if we feel we have the capacity to do it