

OLYMPIA FOOD CO-OP 2018 ELECTION INFORMATION PACKET

PART TWO: Understanding Proposed Changes to Co-op Bylaws

The Co-op Board of Directors approved changes proposed to four sections of the organization's bylaws. Our membership will make the final decision. Language proposed for removal appears ~~in strike-through format~~. Language proposed for inclusion appears in underline format. Please indicate your position using the **Member Ballot** or online at **www.olympiafood.coop**

Section II: Membership

Paragraph 1. Eligibility

Membership in the Cooperative is open to any person who meets all qualifications set forth in these bylaws and who pays a non-refundable ~~lifetime~~ membership fee, or qualifies for one of our free memberships.

a.) **PROPOSED CHANGE:** Allow inactive memberships to be removed by deleting "lifetime" from the fee description.

REASON: The organization would benefit from the ability to remove long term inactive members from the membership records.

b.) **PROPOSED CHANGE:** Include language on free memberships.

REASON: The bylaws currently require payments for all memberships.

Paragraph 2. Non-discrimination

... These classes of (protected) people include people who are discriminated against based on race, sex, religious creed, national origin, immigration status, age, disability, size, sexual orientation, gender orientation, marital status and economic status.

c.) **PROPOSED CHANGE:** Include national origin and immigration status as protected classes.

REASON: increase protections for vulnerable populations not currently being considered.

d.) **PROPOSED CHANGE:** Replace "disability" with "ability."

REASON: Demonstrate understanding that everyone faces challenges, and all are whole.

Paragraph 3. Member Status

An active member maintains current ~~address~~ contact information on file and keeps current in their ~~dues~~ equity. An active member becomes an inactive member if they;

1. *fail to ~~pay dues~~ make timely equity payments; or*
2. *fail to maintain current ~~address~~ contact information on file for one year; or*
3. *fail to renew a ~~low-income~~ Cooperative Access Membership; or*
4. *fail to interact with the Co-op for a period of six years or more. Interacting can be responding to a communication from the Co-op, voting in the annual election or shopping at the Co-op; or*
5. *request inactive status*

e.) **PROPOSED CHANGE::** Replace "address" with "contact information."

REASON: Requiring a physical address discriminates against our unhoused members and many members choose not to interact with the Co-op using a mailing address. Email addresses will still meet our member communication needs.

f.) **PROPOSED CHANGE:** Replace "dues" with "equity" throughout the document.

REASON: Equity is refundable. Dues are not.

g.) **PROPOSED CHANGE:** Replace "low-income membership" with "Cooperative Access..."

REASON: We recognize that our members face economic pressure due to varying circumstances, and the name change reflects that understanding.

h.) **PROPOSED CHANGE:** Include criteria for inactive members as 6 years without interaction.

REASON: The organization needs a mechanism to determine when members' records should be removed, who no longer respond or no longer wish to be an active member.

Paragraph 11. Markups

Members shall pay markups on goods purchased from the Cooperative which shall be less than those paid by non-members. Volunteer Working Members are eligible to pay markups on goods purchased from the Cooperative which shall be less than those paid by non-volunteers. The Board shall determine the procedure and amount of special membership category discount and non-member markups.

Paragraph 11. Discounts and Surcharges

Working Members will receive discounts on goods purchased from the Cooperative. Non-members will pay a surcharge when purchasing goods. The Board shall determine the procedures and amount of special membership categories and discounts, including Working Member discounts and non-member surcharges." 1