



Board Meeting Minutes

6.18.2020

Attendance : Fred Medlicott, Joanne McCaughan, Cristina Rodriguez, Peter Brown, Jace Denton, Linda Myers, Jim Hutcheon, Mel Bilodeau, Ben Witten, Grace Cox (*Staff Representative*), Fern Moore (*Board Coordinator*)

Agenda

Agenda Review

Announcements

Mission Statement

Commitments Review

Hiring Proposal

Staff Report

Staff Statement regarding Police Abolition

Committee Reports

Commitments

Meeting Eval

Next Facilitators

Executive Session

Announcements

- Jim announced that Corey asked him to sign papers this week for the liquor license that we applied for for the Eastside. We are approved. Grace will update the Board on this further in the Staff Report.
- Grace lost a dear friend two weeks ago and is grieving. She has grief brain.

Commitments Review

- ***Grace will let the Coordinator know that there are suggestions from the Board concerning the website***

The transition in coordination is still happening. She didn't forward email yet as she is not sure where the comments are going at this time.

- ***Joanne will contact Monica to write up an article about the Hummingbird Project***

Pending

- ***Ben will contact Mason and Jim will sign applicable paper work***

Complete

- ***Grace will send hell and high water to all.***

Complete : <https://bostonanarchistblackcross.files.wordpress.com/2018/11/delfina-vanucci-richard-singer-come-hell-or-high-water-a-handbook-on-collective-process-gone-awry.pdf>

- ***Fern will set up zoom with Mo and will send link with agenda***

Complete

Hiring Proposal

SEE ATTACHED DOCUMENT #1

Staff Members Mark and Erin from the Labor CAT and Hiring Team, attended to present the Hiring proposal to the Board. The person who did the lions share of the work was Megumi, her last day was June 15th. We thank her for her work.

In normal times, we use three formulas to determine our hiring needs, because of Covid and uncertain and unusual staffing and shift issues, it is impossible to use these formulas at this time. In the proposal we listed these factors of uncertainty. We didn't know at the time, that the PPP Loan would be forgiven and has since been extended. We are unable to get concrete information and accurately gauge how many people are thinking of leaving. A lot of people are on leave and we don't know when people will feel comfortable coming back into the stores. Its hard to picture the actual labor hours we need because our store hours have changed and we aren't sure when we will go back to regular hours. We don't know how long curbside ordering will go on, and this program increases our labor hours. We also have the temporary worker program that plays a role in determining need. We also don't know what the mandates are for a phased opening.

To move on to what we know for sure; 5 Staff are definitely leaving. They gave notice real fast and at the same time. There are 13 Staff on leave; some are able to do work outside of the store and some have shifted their work responsibilities. We don't have clear dates for when they will return to their store shifts. We are cautious and don't want to overstaff as we don't want to ever be in the position to have to let people go. We picked a number we feel comfortable with. Staff have approved this proposal, with 31 responses 1 Stand Aside that spoke to being concerned about how we would do the training, particularly when the last group has not finished their training as Covid hit. This new Staff training will need to be done via Zoom. Erin shared that the last group of hires has had a hard time it was not an easy time to come on. They have handled it wonderfully.

We have 8-10 solid finalists in the candidate pool from the last round of Hiring, so that would speed up the Hiring process. We are offering positions that are more general work instead of into specific departments. The finalists have skills that can work in multiple areas in the store. We will train wherever we need Staff in that moment. If the Board approves this proposal, we will contact the finalist pool about full time jobs. The Hiring Team also has an updated summary about working in the store during Covid to share with them.

Erin would like to write the hiring recommendations and email them to the Board for approval instead of waiting till the July Board meeting, to speed up the process.

Feedback:

Jim - In previous hirings we focused on the Deli Department and they do not need help now. Are the candidates in the finalist pool just Deli focused?

Erin replied, No we have enough candidates with broad skills. We are looking for people that are willing to do any job in the store.

Joanne- Have you considered adding more temporary hires at this time?

Sylvan and Harry are working on the temporary worker program a little more. We reached out to finalist pool with temporary work offers and did not get response but from one. The issue is that a lot of people are on unemployment. The Temporary worker program could work in tandem with the overall hiring needs but we don't have a structure to do that. Harry and Sylvan are working on a more structured program. Thank you for that idea.

Linda- How many temporary workers did we hire?

We hired 5 former Staff so it was quick and easy as they were already trained. Some have needed to leave to fulfill prior commitments.

Fred- 5 Staff are permanently leaving?

Yes, correct.

Ben appreciates everything that everybody has done. Having people there willing to work with no established paradigm besides the need and someone to fill that need, I think that's a blessing.

Peter asked if the Staff that were already doing hiring, interviews and exit reports would forward these along to the Board so that we can stay informed. Not for and Board action, just to keep and awareness.

Erin replied that they would.

Mel is very much in favor give the Hiring Committee more trust and power without checking in with us .

Erin appreciates that but the Hiring Handbook and Bylaws say we must.

Jim hopes that as a group we can streamline the Hiring process

- Fern will look up Jamies hiring process proposal

Fred feels procedural concerns aside, he would support the idea to set aside Board consent to the number of hires and allow the Hiring Committee to hire as needed for the next two months. The Hiring Committee will report back after the two months.

Linda recommends hiring 5-7, in case more Staff leave.

Erin replied if we go to 7, than we need consent from Staff.

Joanne does not want to set a precedent that we don't take an active role in Hiring. She can support it at least thru Covid and the unique issues.

Erin doesn't think the Board should give up their oversight either.

Proposal

The Board approves hiring up to 7 pending approval from Staff

Consent

Proposal

The Board delegates decision making power to the Hiring Committee for the next 2 months regarding proposals on Hiring needs and the approval of final candidates. The Hiring Committee will report any hiring and candidate recommendations made during this period to the Board via email. The Hiring Committee will report to the Board at the end of 2 month period in August.

Consent

Stand aside - Ben

Erin will send the Hiring recommendations to the Board for review as usual, but will not wait for the consent.

Thank you to the Hiring Team .

- Fern will send Proposal wording to Erin and Mark to share with the hiring team

Staff Report

We have had delays in our training program due to the pandemic. The 6 newest staff training got suspended. They have had basic training and the only department specific training has been Front End as most of the open shifts have been Front End. Front End is hard and is emotionally draining. We are absorbing a lot from the customers. The new Staff are eager to get trained for the departments they intended to work in. The Training Team is offering trainings and designing them to be done via Zoom. We are committed to

getting back to it. We have two Staff from the previous hiring that are a year in and are on track to be accepted to the Collective but they also need a few more trainings to be eligible. Two temporary workers left to prior commitments. They have done an incredible job for us.

The PPP ended this Sunday June 7th. For a four week period we could work as much as we wanted. We could only spend it in this way. Everyone working in the store in any capacity got hazard pay. This is all coming to end for us, but maybe not forever. Finance CAT is trying to project cash through 2021, which is longer than we usually do. These projections indicate we would not be able to continue hazard pay. We did as good a job as we could have.

The Liquor License was approved for the Eastside store and tomorrow we are ordering shelving. The temporary location will be by Customer Service ensuring a good sightline. We are coordinating an intensive Cashier training as well as Supervisor training. We are aiming for product being for sale near the 4th of July. Everything is going just fine with beer and wine.

Linda asked with my name on that license, what about controls? What about inventory?
We are working with vendors who stock directly on to the shelf. The goal is not to have back stock. Merchandising is working on inventory controls and product handling procedures with the Managers.

Our first All Staff Zoom meeting was last week. There were 40-50 people on the call, it went pretty well. Zoom is not a good venue for collaboration. The meeting was gathered to discuss requiring face shields for Staff. There are people who have concerns about the efficacy of masks and people who can't wear them for a myriad of reasons.

The requirement to wear one is clear but what wasn't clear is if this included face shields as well. L&I was not approving face shields, but that changed at the end of last week. They will accept face shields in lieu of cloth masks. The worry was it would further affect staffing as many Staff prefer the Face shields and some Staff can only utilize the shields.

Jim asked if we are considering a policy requiring customers wear facial coverings?

The Task Force has chosen not to make it a requirement for customers. We are concerned about safety for all but its very complicated issue to require and enforce.

Cristina asked if it is wild for the Co-op to do something like Costcos policy?

We could have the conversation about it. Its hard to require customers to wear them when we have Staff who won't do it. Now that Staff are required to wear some sort of covering we could have that discussion. The Covid Task Force would make that determination.

Joanne- If its required can we can provide masks ?

Yes. We have multiple kinds of masks and shields available to all staff and workers in the stores. We don't currently have free masks to offer to shoppers but we have masks available for sale.

Fred feels strongly that the Board has the responsibility to provide any and all additional resources that Staff need. He is thinking also about meaningful support and resources besides hazard pay. He doesn't have a concrete proposal but he wants to bring a proposal forward. He wants Staff to know how appreciated they are for keeping the Stores open for the community.

Jace would like to extend an invitation to anyone that feels the need for a class or workshop in Deescalation tactics. Either thru the Co-op or privately

Grace will share that offer with the Training team.

Sales were under the previous year at both Stores. Not having the salad bar operating is costing us a lot of money. Finance has tasked the Deli with ways to increase revenue. there is a large amount of floor space for an empty salad bar and we don't know when it will reopen. When you plop in the number of typical Deli into the Sales (with last years sales no net increase) the Eastside would be showing 3% sales growth. How to replace sales is a big challenge. This shows that the rest of the store is experiencing a small amount of growth. The Westside store, not so much. We are not closing mid day west anymore and are open till 8pm. This should have a positive impact on the numbers going forward.

Linda hasn't been in the stores to see what is offered but she wonders if we can do more grab and go and packaged foods.

Yes more packaged prepared food is the goal. They are just getting back to having shifts after the kitchen remodel. If we can sell enough pre pack we should see sales increase. Sandwiches have come back as well as some packaged salads. We have suspended coffee service . We are waiting for a touch-less lid dispenser.

Fred added that if the Deli needs help let him know. He is working with other local Co-operative food producers and restaurants to think of ways to diversify sales. There are many ideas that he could share with them.

Mel asked who is coordinating the website? She is also getting restless about Eco planning and MRC (Member Relations Committee) which are currently not meeting.

Website Coordination has not been filled, but it is in process. There are three people interested and one is already trained. They are working on a proposal with internal hiring, that may include more than one person filling the role.

Committees are starting to meet again. BPC are scheduling meetings from our Zoom account. Zoom requests can be made with them.

- Grace will solicit Staff support for the Eco Planning Committee

- Grace will check in with Staff on Member Relations Committee about scheduling a meeting for Annual Meeting planning

- Jim will checkin with Personnel about sending exit interviews to the Board

Staff Statement regarding Police Abolition

SEE ATTACHED DOCUMENT #2

This Statement was written by Staff Member Alejandro C. The proposal is in the Staff journal for consent and would go out as a statement from Staff. The Staff ask the Board to adopting it as well, then it would go out as an organizational statement.

Feedback :

Jim is ready to Consent allowing for minor edits from the Staff consent process.

Joanne thinks this a strong passionate statement. It reveals a lot of the writer and in approving this statement tonight as a Board, the author will be speaking for a lot of people in our community. She supports the idea, but would not support this particular statement.

Peter would Stand Aside. Not that he doesn't agree with the concept but this statement feels preachy and venomous. He would not stop it with a block.

Jim likes the statement a lot. He is ready to consent to it. He also believes that moving forward this shows good faith on our part with the Staff Collective and it might help ease the divide between the Staff and Board.

Fred supports it 100%. He agrees that if this is the statement the Collective wants to make he feels like we should support it.

Joanne felt beat up by the last go around with the Staff feedback regarding the draft statement from the Board. She felt personally offended. She finds she cannot express herself very well since. She just got back from camping which she did to heal from the anger and distrust she experienced and it still hurts. She will Block this.

Fred asked, if she could work with someone on a different statement?

She replied that she had worked very hard with the Board on the other statement and she felt like those efforts were completely thrown under the bus.

Jim clarified that Blocks are used when there is belief that it would be harmful to the organization and not just hurt feelings. He dealt face to face with Staff people about their reactions to the Board statement. He agrees it hurt and is willing to put it behind him and grow and learn from it.

Joanne replied you are a better man than I am.

Linda is not sure if this is representative of how she feels about it. She would Stand Aside. She is not 100% aligned with this statement.

Joanne does not know that this statement reflects the Members feelings. We are elected by the Members and represent them.

Fred suggests a poll.

Joanne does not support this idea.

Fred asked how do we ever know what the Membership wants?

Joanne feels that if this was a statement on behalf of the Co-op it would require a process of the Membership. We should have a broader discussion about these issues if it is going to be so specific.

Joanne offered to bring this issue to the Annual Meeting and have the Membership review something, to craft a statement that reflects all of us.

Mel feels we will not come to consensus on this and not consenting would further the separation of the Staff and the Board.

Ben sees this a very complicated issue. There's a lot that needs to change obviously. He is with Joanne on this. It's a dividing issue and we should include the Membership. He agrees that racism is prevalent in policing and the criminal justice system. He feels that rather than 'abolishing' it it needs to be 'reformed'.

Ben would be happy to promote this conversation and help move it forward. He believes some type of input from the Membership would be important.

Jim disagrees. Ten days ago the Board was about to Consent to a statement and he didn't hear anybody then mention taking the statement to the Membership for review.

Peter feels that the statements are very different. He finds this particular statement offensive. He debated about resigning over this statement. It's not welcoming or inclusive. 'Going along to get along, is bullshit.' He was very offended by the Staff feedback on the Board statement.

Jace asks, why we, as a majority white Board, Why are we trying to tell people of color that the things they say or feel is wrong. This goes against what we were trying to stand for with the failed Board statement. We can all agree on the BLM movement and we want their voices to be heard. Relationships with Staff are a separate issue from this. This statement is coming from people of color on Staff. This reaction from the Board feels very strange.

Cris appreciates what Jace just pointed out, it is a majority white Board.

What one can interpret as 'violent' is the violence that has been systemic, that has been there and continues until now. She hears that the feedback given by Staff could be perceived as 'violent', but she asks the Board to think about what that narrative sounds like at this time. With all these demands, diverse narratives, and platforms. The writing in this piece was not surprising to her. She has seen the same language used in the media when addressing police violence.

Fred sees that we will not reach consensus on this proposal tonight. He wants to make a plan on how we will get consensus on a statement before we leave tonight. Waiting for the Annual Meeting does not sit right for him. We have a responsibility as a social justice organization to make a statement. It is very hard to hear people on this Board characterize Staff feedback as 'violence'. He asks everyone to be careful what you are calling violence. This is not how he would have written it, but he is not part of a community that is actively and historically victimized. In response to Ben's point, when they say abolition they are not saying nothing at all. They want to abolish the system. They are saying rebuild the system. To have the conversation on how do we provide for public health and safety that promotes rather than worsen public safety. He asks those on the Board to think

about if they are making this decision because of their morals or because they have a contentious relationship with the Staff, because that is not appropriate. Fred wants a process to get consensus on a statement of some sort.

Jace asked for clarification on where the Boards draft statement lies after the Staff feedback stage.

Ben replied that word smithing can be done to help better represent the Staff and Membership. The Statement was expedited because the Board didn't want to wait to make a statement.

Jace wants to be sure that we have a process to finish this work.

Ben is willing to meet up and talk about that.

Jim heard blocking concerns but he would like us to test for consent.

Cris asked particularly what clauses and or sentences are people having an issue with. The last paragraph talks about very clear solutions. The three resources at the bottom are aligned. Anyone that wants to engage in these dialogues can be informed before engaging in these courageous conversations.

Ben has blocking concerns with the way this is written. He would like to do more research on this sensitive topic.

Peter states that the word 'abolish' is a problem. A lot of people are not educated about this movement and using that word is triggering. To the insiders of movement they understand what that means. But the vast majority of people he has talked to think 'abolish is abolish'. 90% to 80% of our community is white. He understands that this is written by a person a color but if a majority of the Membership is white will this statement speak to them.

Fred asked Peter if he was saying that it would be an appropriate statement if a white person had wrote it? How does this have a bearing on this discussion? Why would you say that?

Peter responded that if 80% to 90% of the Membership is white, we need to speak in a way that they hear us.

Fred said that the moment of abolish or defund has heard before that this language and idea is to strident. Okay, we understand. But the entire country is having this conversation. The police as they exist are an abusive invention. This is an opportunity to have that conversation with the community at large. The abolishment movement has been around for decades, this is the exact slogan that is being used in the NYT and the Post. While he agrees that people might find the language used off putting, we have a responsibility to start this conversation in our community.

He does not want to test for consensus unless we have a plan on how the Membership can be involved in the larger discussion.

Grace shared why she likes this statement and what our opportunity is. This is a huge national conversation, it is not an insider vs outsider conversation anymore. This issue has carried out on mainstream and social media nationally and internationally. She cannot write people off as not understanding what this movement means. The more that we share alternatives like in the second paragraph the better. We have a limited audience. She has been stunned that there has been little talk about the Pinkertons in all of this. She sees a huge opportunity to shift the conversation, from the few bad apples, to the shock that this has happened, to this happens all the time. What is different this time is that we had 8 minutes of slow murder. That's why it is so important to stop the 'I can't believe this happened' reaction and all the other parts that do not honor the anger and grief and the amount of murder that has been at the hands of the police and the criminal justice system. It's the blue wall of silence, it is everything about the structure and history of policing in the United States. She assumes that Staff will consent to this statement so it will be associated with the Co-op and with Staff directly regardless of the Boards endorsement.

Linda asked if this can be just be from the Staff Collective and not on behalf of the Membership?

Grace answered that historically political statements have come from the Board.

Linda feels that after reading the feedback from Staff which had such meanness and harshness it made her feel like she doesn't work with them on a Statement.

It makes her want to say nothing. We were willing to revise our statement and not given an opportunity to as we haven't yet dealt with the feedback received and now we are on to abolishing the police.

Grace would block the Boards statement as Staff response was not positive.

Linda replied that we were willing to revise it, but we were stabbed so hard.

Jim reminds that after receiving the Staff feedback that there were voices on the Board that said we would be happy to review something from the Staff. We extended the invitation and got what we asked for. He does not think it is in good faith to respond to Staff that we would like Membership involvement. He is not thrilled at all with how this conversation has gone but respects this topic gets emotions going.

Jace stresses again that blocking is only supposed to happen if it would cause harm. There should be clarification on how this statement would cause harm. We understand people don't understand how the term 'abolish' is used and understands that there are

some that worry how these conversations might impact the Co-op community, but clarification on this block is needed.

Cris shared that based on the way this conversation is going, she does not think it is a good idea for the Board to write a statement at all. That opinion is coming from the only person of color seated on this Board. She supports Jace's concern about what constitutes a block. If the Board would write another statement for Staff review, she suspects the feedback would be repeated. This Board is not representative of the narrative in the movement right now.

Fred again mentioned that several times in this conversation, we have heard people refer to the 'feedback' as 'violent', and if that is the energy he does not want to participate. He has been a supporter of this issue at hand for many years and to hear people say 'if it was written nicer' or 'more appreciative' that really does not sit well with him. He urges that people think about the impulse to react that way when people are speaking to and from their own experience. It's a pretty shitty sentiment and he is beyond frustrated to hear that many times in this conversation. He agrees that this Board is not prepared to make any statement on racial issues.

Joanne requests that this conversation come to a close. She is tired and it's past the allotted agenda time. If we are speaking for the Membership we need to know who we are speaking for, who among them are supporting the police?

Fred left the meeting.

Jim again said that we were willing to speak on behalf of Membership two weeks ago. He sees this as disingenuous.

Grace sees that we are in large amounts of disagreement. This conversation is a clear indicator, that we should not be making a statement about race and racism from the Board level at this time. She does not know how we would ever come to agreement with thousands of Members ever. Maybe that's a reason to not make statements. To make a statement is taking a place of leadership in the issue. Clearly we are not in that place.

Jace shared that time is of the essence if we as the Board will not make a statement it goes against our mission statement, to not say anything at all. At the very least have a person of color write a statement. It is not our job to police what people of color say.

Joanne suggests that we could host a ‘Co-op Conversation’ online to have this discussion with the Membership. It is a critically important conversation. We do need to deal with it and she feels that our Membership would welcome the opportunity to have the conversation.

Jace sees this as a potentially good idea, but who would facilitate it? What kind of standards would be in place? There is the very real potential of people saying really ‘fkd up shit’. Jace would like to ask Cris as the only person of color on the Board for suggestions moving forward.

Cris implied that the Staff statement needs to come out. Silence is violence. Other Boards are able to reach a statement when time is of the essence, as seen by that resource provided to us about co-op statements. A facilitated conversation is really hard when there are inherent emotional and intellectual differences in the participants. What are the details and logistics of the Board co signing the statement?

Cris asked if the Staff statement can go out as is in respect to time and if blocks are holding this from going out, then maybe a solution could be to remove the Board signature so that the Staff Statement can go out.

Grace replied that Staff intend to release the statement once Staff consent is reached, without Board approval it will be released on behalf of the ‘Staff Collective of the Olympia Food Co-op’

Jim would like us to issue a statement, that we are not in consensus on what kind of statement to make. We should also leave the Staff Collective to make their statement.

Jace would like this to be worded very carefully.

Joanne wants to know if people do want to move forward with the Co-op conversation idea.

Jace thinks it could be a good idea but the concerns about how that would happen and when. That conversation could and will be just like this one just on a larger public scale and probably much more impolite. A facilitated healthy conversation this issue with the Membership could take a very long time.

Grace is not opposed to the idea but shares Jaces concern and shares concern that we can’t do that ourselves. We can not facilitate the conversation. A proposal that includes how that would happen and how to protect any people of color that want to participate in it. We could end up limiting the voices that come without a careful plan to not do more harm.

Jim requests that we notify Staff we could not reach consensus and we should put together a team to respond to staff with questions and a path forward.

Ben, Joanne, Jim agree volunteer to do this work.

- Jim will initiate an email to move forward on a statement from the Board

- Grace will contact the proposal writer that the Board did not reach consent

Grace is available to anyone for support. She appreciates that you were hurt and offended by the Staff reaction and will think about what to do about that so that we can move forward with what can happen and whatever everyone needs to not have the reactions that we have and to keep the conversation moving forward.

Mel reminds people to take deep breaths and say the word 'Rooted' through these courageous conversations.

Committee Reports

Advocacy – has not meet

Co-Sound – no report

Expansion – no report

Eco Planning – Jace sent out a doodle poll to set up a meeting.

Finance – no report

Local - has not met

Member Relations – has not met

Personnel – reviewed ongoing situations and heard about the follow up on one investigation that is in the process of resolving.

Standing Hiring- no report

Community Sustaining Fund (CSF) Liaison – Recently hosted their most recent round of grants and only gave money to one. There were two applicants overall. They did not get ‘Covid response’ specific grant proposals that they had solicited for. They fulfilled the 'Books for Prisoners' request, they asked for \$500 we sent them \$1000.

Elections Task Force- The task force is comprised of Jim, Linda, Mel, and Fred.

- Jim will email the Elections Task Force to setup a meeting

Board Pages Task Force- This task force is comprised of Fred, Jim, Grace and Mel.

Capital Campaign - This task force is comprised of Jim, Peter, Fred, and Ben.

Accountability Subcommittee- this group has met three times since our last meeting. They met with Staff members, Nichelle and Ami reps of the Humane Resources group about their work and views on the systems working in the future. Jim will be contacting the investigator that has done work with the Co-op in the past about her impressions and about possibly conducting a cultural assessment. Linda will talk to John McNamara and get input from his as well. Joanne will be contacting other co-ops. They do not have a report yet but have been busy.

Commitments

- Joanne will contact Monica to write up an article about the Hummingbird Project

Pending

- Fern will look up Jamies hiring process proposal

- Fern will send Proposal wording to Erin and Mark to share with the hiring team

- Grace will solicit Staff support for the Eco Planning Committee

- *Grace will check in with Staff on Member Relations Committee about scheduling a meeting for Annual Meeting planning*
- *Jim will checkin with Personnel about sending exit interviews to the Board*
- *Jim will initiate an email to move forward on a statement from the Board*
- *Grace will contact the proposal writer that the Board did not reach consent*
- *Jim will email the Elections Task Force to setup a meeting*

Meeting Eval

Thank you for the facilitation, it was a tough meeting

Even if we have disagreements we appreciate everyone in this group.

Next Meeting and Facilitators

Jim and Mel

Executive Session

No decisions

Decisions out of Meeting

- 1. Approval of May Meeting Minutes - decision made via email
Consent**

Attached Documents

1. Hiring Proposal

From: Labor CAT

To: the Board

Hiring Proposal—June 2020

Date: June 2, 2020

History:

Labor Systems CAT (LabCAT) is tasked to conduct an analysis of regular labor needs. When hiring is deemed necessary, LabCAT presents a hiring proposal to the Collective. In the current circumstances under the COVID-19 emergency, so many uncertain factors are present that a regular in-depth analysis based on the labor trends over the past 3 months will be very complicated, time-consuming, and/or of little value in determining how many new full-time staff to hire at this time. Yet acute staffing needs are expected to emerge with some staff leaving, Deli operation resuming, and summer months approaching.

At this time it is very difficult to apply the Co-op's agreed upon hiring analysis formulas, since we cannot be certain how many labor hours we have to fill, how many staff will be available to fill those hours at a given time in near future, nor how many staff the Co-op can afford to maintain.

The facts that we already know are:

- 1) Four (4) collective members are definitely leaving (one on 6/15, two 6/30, another on 7/15).
- 2) LabCAT heard from 2 more staff members that they are considering leaving “some time soon.” Personnel is aware of additional a few who have indicated possibilities.
- 3) 13 staff are currently on leave in response to COVID . Some, but not all, of this group is doing work outside of store hours or at home. None has clear return dates.
- 4) We do not want to be in a situation where we over-staff ourselves and/or hire new collective staff and have to lay off some shortly after.
- 5) We have candidates in the finalist pool from the last round of hiring to whom the Co-op could offer positions to in as quickly as 4 weeks.

Given the factors above, LabCAT, Hiring, and Training CAT agreed that in-depth hiring analysis at this point is impractical. In the mean time, we propose hiring enough full-time staff to cover the hours that would be vacated by those who are leaving.

While we acknowledge some departments are experiencing more labor shortage than others, LabCAT proposes hiring this next round of new staff as “storewide staff,” rather than as members of particular departments, at least initially. We believe hiring a group of “generalists” would give us the most flexibility and adaptability in this time of uncertainty.

Further, in order to address fluctuating staffing needs, LabCAT, Hiring, and Training CAT jointly acknowledge a need to develop a COVID-19 specific temporary part-time staffing program. The program will stay within the scope of COVID-19 temporary hire, which is already consented by the Board of Directors. A small group of staff, including Sylvan and Harry, will draft a program details, which include hiring process, eligibility, job description, duration, benefits, and

minimum and maximum hours to be worked. A separate proposal will be submitted to the Collective for this project.

Proposal:

The Olympia Food Co-op hire 3-5 new full-time staff (collective-member in-training) to begin no later than August 15, 2020.

2. Staff Statement regarding Police Abolition

**To: Board of Directors
6/11/2020**

From: Alejandro Chavez

RE: Police Abolition Statement

Background:

Considering the police brutality, racism, and oppression that has been happening since the colonization of the Americas, and the continuation of the extrajudicial murders of black people in the United States by the police, I would like the Olympia Food Co-op to put out the following statement:

What has been known to some for many years has now become apparent to all: the police, whose American origins lie in the slave patrols that began in 1704, have not strayed from their roots. They have continued to oppress Black people and other people of color, disproportionately suspecting, arresting, and murdering these members of our community. As part of a broad system of injustice interwoven with racism, they also protect propertied interests by incarcerating poor people simply trying to survive. We join the world in saying: no more.

We believe in the power, possibility, and necessity of a police-free future. We support disempowering, disarming, and abolishing the police. This means abolishing ICE as well. We think people who respond to crises should be those who are best equipped for them, such as mental health service providers, resource distribution networks, victim/survivor advocates, neighbors, and friends. We believe that social issues can be solved not by punishing people and depriving them of resources, loved ones, and homes, but by meeting people's needs and using transformative justice to heal injuries. We invite people to find ways to achieve a police-free world by thinking and acting with other visionaries.

We encourage you to explore the following resources:

aworldwithoutpolice.org

https://www.mpd150.com/wp-content/themes/mpd150/assets/faq_zine.pdf

http://aworldwithoutpolice.org/wp-content/uploads/2016/09/AWorldWithoutPolice_Color.pdf

Proposal: That the Olympia Food Co-op put out the previous statement.