



Member Action Committee (MAC)

Minutes – February 13, 2019

Arcata Co-op Conference Room, Arcata

Present:

Board Members: Colin Fiske, Cheri Strong

Member-Employees: Emily Walter, Laurie Talbert, Kiya Villarreal, Jackson Scott, Joel Bradfield

Members: Kurt Christman

1. **Welcome:** At 5:33pm Laurie welcomed everyone.

2. **Approve Minutes**

Consensus to approve the January 2019 meeting minutes.

3. **Member Comments**

- Joel – I don't like that other businesses are using our parking lot. Just putting a notice on a car isn't working.
 - o The group agreed with Joel. This has been a topic of discussion at recent MAC meetings and during the parking lot agenda item. The group discussed changing parking notices to inform people that they may be towed following their first notice. Perhaps if real action took place people would take the notices seriously.

4. **Employees at AMM**

- Kiya – I think we should offer to shuttle people to the AMM from both stores.
- Emily – What if member-employees get 2 hours of paid time to attend a board or committee meeting once a year? It would be part of their benefits. They would have to request the time in advance with their supervisor.
 - o The group likes this idea and thinks it would be great to encourage employee-members to attend meetings of the board to see how these meetings are run and how they can participate.
 - o Colin – it would be an estimated \$4K if 120 employees took advantage of this benefit.

Recommend to the Board: Direct staff to consider adding an employee member benefit of two paid hours to attend a board or committee meeting of their choice annually.

5. **Safety in Eureka**

- Kurt – I've stopped two people from stealing shopping carts recently in Eureka. There are lots of messes in the Eureka bathroom. What about mirrors to aid security cameras? Customers complain against us because we're homeless. I know many Co-op employees and don't want to see them get hurt.
 - o The group really liked the idea of placing mirrors to deter shoplifting and make people feel safer.
- Laurie – asked about employees walking to cars at night and how is that handled now that there is no security?
- Joel – the lighting in the Arcata parking lot on the side of the building is out. It's very dark. I believe members would feel more comfortable with lighting there.
 - o Kurt – the Eureka parking lot is very dark in places as well.

Recommend to the Board: Direct staff to address safety concerns with actions that can be implemented in the short term, including improved lighting, better camera placement and placement of security mirrors.

6. Cooperative work environment (succession planning)

- Colin – this topic was discussed briefly at the board meeting. There are emergency succession plans in place but not much else.
- Kiya - this isn't about succession planning. This is about cooperatively working together.
- Jackson – when I cashiered, we could request to get cross trained in other departments. I don't know if this still happens. There are auxiliary positions that can work in many departments within a day. It's often that auxiliary workers that get employed with an advantage because they have experience in multiple departments.
- Laurie – Trader Joes model is that everybody that works the floor works every part of it. Anybody can work in any position at any time. They generally promote from within.
 - o Jackson – that type of model allows peoples strengths to show.
- Cheri – recommends training for people that have been here 1-3 years or more. There is high turnover right now and it doesn't make sense to spend the time training if a person is just going to leave. We would also need to make sure to abide by the Union as far as not allowing non bargaining employees to perform bargaining unit jobs.

7. Member Driven Newsletter

Kurt is interested in this and perhaps doing it online.

8. Agreements

Next agenda items:

- Cooperative work environment
- Safety in stores
- Member driven newsletter

ACTION: Cheri will write the February MAC report.

9. Roles & Responsibilities

Laurie will facilitate the next MAC meeting.

Meeting adjourned at 6:41pm.

Next MAC meeting:

Wednesday, March 13, 5:30pm at the Arcata Co-op (upstairs).

Minutes by Emily Walter