



Policies & Procedures Committee

Meeting Minutes – July 15, 2020

ZOOM Call

Board: Laura Wright, James Kloor, Colin Fiske, Roger

Staff: Emily Walter

Members:

1. Welcome/Introductions/Agenda review and additions

Meeting commenced at 6:03pm. Laura welcomed everyone, and introductions were made.

2. Approval of minutes

May minutes were approved by consensus.

3. Member comments

None

4. ~~Household Shoppers~~

Tabled until September meeting.

5. Board Qualifications – reported by Laura

Discussed at what time a person is deemed a candidate.

Recommend to the Board: Add the following definition of a candidate to Section 5G of the Board Policy Manual. “A member is deemed a candidate upon the approval of their application to run for the board by the Nominating Committee or Board of Directors.”

Motion passed by consensus.

6. Annual Member Fee

The committee discussed the annual member fee proposal that was brought to the last PPC meeting by staff. Any fee proposal would have to be approved by the membership. Overall, the committee agrees with the staff recommendation and additionally likes the following changes:

- Start with a \$10 annual fee.
- Allow a grace period to pay the fee prior to expulsion.
- The amount the fee can increase year to year needs to be defined.

7. Supporting/Spinning Off Other Co-ops – reported by Colin

One of the cooperative principles is supporting other co-ops. We have nothing official in our policies that calls out what we are doing to live up to the principles of supporting Co-ops.

- Could a percent of non-patronage earnings could go to invest in other co-ops?
- We could reach out to the California Center for Cooperative Development to see what they recommend for policies/actions that we can take to promote the cooperative economy on the north coast.
- We can invest in other co-ops which stays on our balance sheets or spend money on other co-ops to assist in their development.
- We could adopt a policy among suppliers about prioritizing doing business with co-ops. This could go into the Purchasing Policy.

8. Employee Directors – reported by Roger

At the last PPC meeting the legalities around increasing the number of employee board members came up. The primary issue is potentially union negotiations.

- Discussed that the more employees allowed on the board the closer it brings the Co-op to being a worker owned cooperative, which it is not.
- If employees need more representation, then the logical step would be to become a worker co-op.

9. Hotlist Items

No hotlist items.

11. Next Meeting: September 16, 6pm via Zoom

- Household Shoppers Update
- Spinning off other Co-ops
- Annual Fee Discussion Continued
- Employee Directors Continued

Meeting adjourned 7:22pm.

Minutes by Emily Walter

ACTION ITEMS:

- Emily will contact Margaret about getting estimates to go with her proposal of updating internal systems for multiple household shoppers.
- Colin will write up a list of ideas of how to support other Co-ops for the next PPC meeting.
- James will put together a polished annual fee proposal to be reviewed at the September PPC meeting.
- James will look for an email from Therese Tuttle that might have recommendations on the topic of increasing employee directors.