

**Northampton Community Cooperative Market, Inc.**  
**Board of Directors Meeting Minutes**  
**Wednesday July 12, 2017 6:30- 9:21PM**  
**River Valley Co-op, Northampton**

**Board Members Present:** President Dorian Gregory, Treasurer Jade Barker, Eric Friedland-Kays, Clerk Alex Risley Schroeder, Lynn DiTullio, and General Manager Rochelle Prunty.

**Others:** Monica Nunez, Human Resources Manager; Natasha Latour, Marketing Manager, Justin Wentworth, Steward; 13 co-op owners: (Noah Spady (8591), Evan Delano (8668), Jeff Jones (145), Connor Grogan (7783), Tim Hanrahan (6438), Amy Finlay (1426), Laura MacKay (992), Laura Curran (4719), Kathleen Drummond (7789), Harrison Greene (8128), C Kelsi Sleet (8462), Tyler Rocco (8462)

**Absent:** Vice-President Andrea Stanley, Steve Bruner, Christine Dutton, Jacquie Fraser

**Note taker:** Monica Nunez, Human Resources Manager

**Presiding:** President Dorian Gregory

**Meeting convened @ 6:30 PM**

**I. 6:30-7:16PM Member-Owner Comment Time**

Dorian acknowledged and welcomed the co-op owners in attendance. Dorian further mentioned that there are more comments from last month's board meeting recently received that we will get answers out to promptly.

Dorian acknowledged the recent successful mediation between the UFCW and management and the mutual agreements reached. The Board extended its gratitude and appreciation for this process, and further appreciations of the importance of the labor-management relationship and spoke a bit about the Board's role in this relationship, including the legal restrictions imposed on employers (the Board) in speaking directly with employees represented by a union in a collective bargaining unit. These legal constraints require that the Board's role in regards to employee comments related to their terms of employment and working conditions is to listen, but they will not respond or in any way interfere with the employees' Union representation.

Dorian introduced Jeff Jones, the Union Representative of UFCW 1459 who had requested time to speak at the meeting to Board and gathered co-op owners. Jeff spoke as member 145 as well as a Union Rep, and responded to recent public commentary, as well as clarifying the topics covered in mediation, and confirming the unanimity of the agreement as well as the terms of the agreement to pay shuttle time as work time and ensuring methods for timekeeping and supervision necessitating reassignment of current shuttle drivers to other positions in store, and an increase in lowest wage level.

Additional questions and comments expressed by those present included:

- Expressions of disagreement with certain aspects of the mediated agreement, including the resolution of concerted activity grievance, and the reassignment of shuttle drivers.

- Expressions of disagreement with a statement made by Board in comments section of Gazette article on the results of mediation, expression of feeling disrespected and not heard.
- Concern that certain shuttle drivers learned the results of mediation by reading the Gazette article.
- Support for Board's efforts to support workers' rights and the union process, and general support for developing better working relationships among all parties.

Most owners left at this point. Kelsi Sleet, Tyler Rocco, and Laura MacKay remained.

## **II. 7:16-7:21 PM Agenda Review and Approval of Minutes**

Changes recommended to agenda: reduce some time from Communications Committee agenda item; In June board minutes: remove Clerk Alex Risley Schroeder from "present" in 14Jun2017 minutes. Dorian made a motion to approve the minutes with correction and Erik seconded. 4 voted in favor with 1 abstaining.

Natasha joined the meeting.

## **IV. 7:21-7:25 PM Action Items**

Directors reviewed the action items from last meeting.

**ACTION:** Alex, Steve, and Eric will review Onion River info provided for new board members to begin developing improved new member board orientation- in process and there will be an update in September. ONGOING

**ACTION:** Continuing updates from management on chip reader issue – Anticipating implementation by end of summer/early fall. ONGOING

**ACTION:** Get an update and expectation of how many days after approval meeting minutes will be posted. Rochelle will report back. Decision on seven days.

**ACTION:** Need a revised copy of the policy book-Clerk directed to do so. ONGOING

**ACTION:** Policies posted on website – They have been posted on website a long time. Clerk will ensure they are the most current. ONGOING

**ACTION:** Draft responses to member comments made at beginning of June meeting, and post to website within 2 weeks. DONE

**V. 7:25 PM River Valley Market LLC operations board resolutions and RVC Properties LLC board resolutions:** None

**VI. 7:26-7:31 PM C: Global Governance Commitment**

Discussion on continued improvement and pride in performance as board members.

#### **VII. 7:31-7:33 PM D4: Monitoring GM Performance**

Directors shared their thoughts on current use of external third parties as a valuable part of the process.

#### **VIII. 7:33- 7:50 Communications Committee**

Directors discussed owner engagement and the three themes that rose to the top: ownership vs consumership; capital campaign; and transparency in co-op governance. Clarified that transparency is less about the specific act of governance and more about seeing into how the co-op works in the context of the market in order to keep co-op owners informed of how the the co-op is adapting in an ever changing market to support the alignment between the owners, market, and the co-op. Directors asked committee to draft 2-3 sentence explanation of each theme, and to ensure that any communication goes through board first. Also a new mechanism for communication: the implementation of a board voice in the regular store e-news. Will continue with monthly updates.

#### **BREAK 7:51-8:10 PM**

Remaining owners submitted a written request for financial information and left the meeting.

#### **IX. 8:10-8:13 Board Elections Committee**

Directors discussed the committee candidate pool tracking form that has been developed, and using a protected document to share to protect individual's privacy of information.

#### **X. 8:14-9:16 Executive Session**

Dorian proposed that the Board go into an executive session with Board members, Rochelle, Monica, and Natasha present. Alex seconded.

Discussion of personnel (board and store) issues, and real estate site search process.

Dorian proposed that the Board come out of executive session; Lynn seconded.

Dorian moved to accept the Executive Committee minutes from June as adapted. Lynn seconded.

#### **XI. 9:16 – 9:19 Next Steps**

##### **PARKING LOT:**

Look at avenues for Board organized community participation around promoting local food.

**ACTION:** Response to board member comments received in tonight's meeting, as well as the ones that were written (received in July meeting and in store from June meeting) – Rochelle and Jade, Dorian will review comments and draft responses.

**ACTION:**Alex, Steve, and Eric will review Onion River info provided for new board members

to begin developing improved new member board orientation- in process and there will be an update in September. ONGOING

**ACTION:** Continuing updates from management on chip reader issue – Anticipate implementation by late summer/early fall. ONGOING

**ACTION:** Need a revised copy of the policy book-Clerk directed to do so ONGOING

**ACTION:** Policies posted on website – Clerk will ensure they are the most current version when revisions are completed. ONGOING

#### XII.Adjourn

Dorian motioned to adjourn. Jade seconded. Meeting adjourned at 9:21.

**Next Board Meeting: August 09, 2017, 6:30-9:00 pm, River Valley Co-op**