



Cambridge Food Co-op Semi-annual Membership Meeting December 3, 2017

Approved Changes to Membership Policies (in yellow):

- Policy 1b under “Benefits of membership” is amended to read:
 - “Working Members pay a non-refundable member-owner fee of \$40 yearly per household; or \$72 for a two-year membership, or \$108 for a three-year membership. They receive a 12% over-the-counter discount and may preorder at cost plus 20% for a single membership, cost plus 10% for a double membership.
- Policy 1c under “Benefits of membership” is amended to read:
 - Super worker members pay a non-refundable member-owner fee of \$40 yearly per household; or \$72 for a two-year membership, or \$108 for a three-year membership. They receive a 20% over-the-counter discount and may preorder at cost plus 10%.
- Policy 1d under Benefits of membership is amended to read:
 - Lifetime Sustaining memberships are no longer offered. Those who previously paid a one-time non-refundable fee of \$500 or more receive an over-the counter discount of 2% if non-working or 12% for working. Pre-order discounts are cost plus 35% for non-working, cost plus 20% for single membership working and cost plus 10% for double membership working.
- Policy 6b under “Working shift policies” will have the following added after the last sentence:
 - When all shifts owed have been worked, all member benefits will be reinstated.
- Under policy 6 “Working shift policies” a section “c” will be added as follows:
 - All members who work shifts will do so sober and free from the influence of controlled substances (alcohol and drugs.)

Cambridge Food Co-op Policies

Revised 12.3.2017

Membership

1. Benefits of membership.
 - a. Supporting Members pay a non-refundable member-owner fee of \$40 yearly per household; or \$72 for a two-year membership, or \$108 for a three-year membership. They receive a 2% over-the-counter discount and may preorder at cost plus 35%. They have no work requirement.
 - b. Working Members pay a non-refundable member-owner fee of \$40 yearly per household; or \$72 for a two-year membership, or \$108 for a three-year membership. They receive a ~~(15%)~~ 12% over-the-counter discount and may preorder at cost plus 20% for a single membership, cost plus 10% for a double membership. Single membership requires one 3¾ hour shift per household per month. Double memberships require two 3¾ hour shifts per household per month.
 - c. Super Worker memberships are available to a limited number of members by application to the manager. Super worker members pay a non-refundable member-owner fee of \$40 yearly per household; or \$72 for a two-year membership, or \$108 for a three-year membership. They receive a ~~(22%)~~ 20% over-the-counter discount and may preorder at cost plus 10%. Super worker memberships require one 3¾ hour shift per household per week.
 - d. Lifetime Sustaining memberships are no longer offered. Those who paid a one-time non-refundable fee of \$500 or more. They receive an over-the counter discount of 2% if non-working or ~~(15%)~~ 12% for working. Pre-order discounts are cost plus 35% for non-working, cost plus 20% for single membership working and cost plus 10% for double membership working.
2. Working members receive a working discount after working their first shift.
3. Food bought at discount is understood to be for members' use only and cannot be resold.
4. Members can wait on themselves if they follow health regulations: wash hands, wear apron and use hair restraint. They may not cash themselves out at the register.
5. IOUs are limited to members only. IOUs will be paid within two weeks at manager's discretion.
6. Working shift policies:

- a. If a member does not work a scheduled shift (a “No Show”) and has not notified the Co-op in advance, with the exception of verifiable emergencies, he or she will lose his or her working member discount.
 - b. Members who are behind two months in their working shifts will lose their discount as well as other membership privileges until all shifts owed have been made up. When all shifts owed have been worked, all member benefits will be reinstated.
 - c. All members who work shifts will do so sober and free from the influence of controlled substances (alcohol and drugs.)
7. Copies of the Co-op bylaws and policies will be given to all new members during their first training session.
8. Bulk Order pickup must be within one week of delivery. The Co-op may require help with unloading or immediate pickup if pre-order handling becomes a problem.
9. A leave of absence may be granted to a member in good standing for up to six months or as determined by the manager. Membership privileges are not retained during the leave of absence.
10. Medical Leave of Absence may be granted to a working member who becomes unable to fulfill his/her shift obligations for health-related reasons. The worker may retain full working member benefits while on medical leave and will not accrue shift arrears. Such leave may be granted by the manager who will use his or her best judgment to determine the need for and the length of the leave. The manager shall consult with the worker, the Membership Committee or the Board in making this determination. (voted 12/14)

General

1. The Co-op will not make its membership list available to any person or entity.
2. The Co-op will honor claims of reciprocity by members of a co-op that sells to non-members. A 2% discount will be given.

Theft

1. If a member suspects shoplifting is occurring, they must notify the shift supervisor or manager immediately.

Board of Advisors

1. Draft minutes of the latest Board of Advisors meeting shall be posted in the store within a reasonable period of time after the meeting. Final minutes shall be posted in the store after Board of Advisors approval.
2. The Board will review Co-op policies annually and present the policies at the membership meeting for approval.

Co-op Board of Advisors Meeting Rules

1. The Board of Advisors meeting agenda will be posted in the Co-op at least 10 days prior to the meeting date.
2. Anyone wishing to speak on a topic being discussed should raise his or her hand during that topic and will be called upon by the Chair.
3. The Chair has the right to limit the length of time spent on each topic.
4. Anyone disrupting or hindering progress at Board meetings will be asked to leave.