

APPROVED



Council Meeting Minutes

May 6, 2019

5:30pm

Co-op Community Room

Facilitator: Scott

Note Taker: Rob

Present: Steven Farnham, Scott Hess, Eric Jacobson, Shannon Lessley, Katie Michels, Eva Schectman, Pat Siergiey, Jess Knapp (Staff Rep) via GoToMeeting
Staff: Kari Bradley (GM), Stephani Kononan, Tim Wingate, Jay Wisner
Guests: Julia Goldstein, Jed Davis

1. Welcome, agenda review, time allocation, guest policy review (5:34)

Scott opened meeting. Introductions were made to new member who attended meeting, Julia Goldstein. Scott reviewed comment policy and mentioned time for comments at beginning and end of meeting.

2. Cooperative Community Comments (5:35)

Julia noted her interest in organic foods, sustainable agriculture, wants to learn more about co-op and support co-op and the work it's doing. Interested in price comparisons among organic and local products.

3. Consent Agenda: Approval of minutes, refund requests, approval GM contract (5:39)

Scott moved onto consent agenda, noted equity refunds. Asked for motion to approve minutes and refund requests. Steven made motion. Eric seconded. Scott opened for discussion. None was had.

Motion to accept minutes and refund requests. All in favor. None opposed. No abstentions. Motion passed.

4. Community Learning Project: Ben Kidder, VT Department of Labor (5:40)

Ben provided a demographic overview of Washington County, including employment changes since recession in 2008. Most of growth in Vermont has come from Burlington. Jobs have leveled out, mostly due to population not increasing, but labor force in Washington County has started to grow again in last two years. Unemployment rate has gone down steadily since 2009. Most of workers are 30 to 54 years old, educated population, high school diploma, some college or bachelor's degree. Large number of people becoming retired, population of retired people has had largest change and growth rate. 43% increase in people above 65 in Washington county since 2000.

APPROVED

5. Diversity Committee Workplan (6:03)

Eva led discussion. Working on figuring out diversity reading group, if will meet privately and report what they read at council meeting or do something else. Eva asked for discussion, feedback from council. Wants to show membership that council is making these efforts. Topics from reading group meetings could be reported at council meetings with a short discussion about them, summary of what group read/discussed. Jess and Katie proposed possibly a single chapter or short reading for council each month, in packet, for discussion and input among entire council. Steven supported that idea. Eva noted committee will work on a plan for moving forward.

6. Bylaw Committee: Feedback on Draft Proposal (6:19)

Jed Davis from bylaw committee attended to discuss committee's work. Scott commended the committee on their work, especially the five member-owners who have been involved. Noted that committee began with minor changes being made but now looking like substantial changes will be proposed. Still a work in progress. Jed led discussion, looking for feedback from council, does it seem like right path? Scott noted that process will provide for public comment, there will be opportunities for public to weigh in. Initial product will be presented to three public forums in June and then go back to committee and council. Eric noted changes and meetings should be very well publicized, suggested printed version of proposal that people could review and take time to think about and then give feedback. He asked about getting a rough plan for timeline for how the process might go and how long it might take. Kari noted committee will know more after special meeting on 20th and three public forums in early June.

Break (6:44)

7. Council Compensation (6:55)

Steven had asked to discuss topic. Had sent a proposal which was in council packet. Noted level of compensation mentioned may not necessarily draw top talent but would make participation more palatable for people who might elect not to because they cannot afford it. Council work may take time away from being able to earn money somewhere, this compensation might level that out a bit. Proposed possibly providing some kind of child care or family care assistance. Scott opened discussion for feedback. Eric noted it should be kept neutral, asked what it would cost. Katie noted administration of compensation and who would be administering it, need to consider that person and how much work. Shannon noted importance of people being given something to encourage them to become council member, remove barriers to being council member. Pat suggested forming a committee and Kari recommended finance committee take it on. Scott supported idea and encouraged all council members to attend discussion if they would like, Katie and Steven said they would.

8. Committee Reports: Ethics, Recruitment, Value-Added Communication (7:26)

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Ethics committee, Eric noted nothing to report. Recruitment committee, Eva provided update, noted success of dinner and discussion, including for recruitment. Value-added committee, Wednesday is next meeting.

9. 2019 Employee Satisfaction Survey (7:27)

Jay Wisner, HR Manager, provided presentation about survey. 70 responses, 40 percent of active employees. Gave overview of responses, top rated items, lowest rated items. Provided list of next steps including meeting with managers and staff, inviting comments and suggestions, revising and enhancing the 2018 response plan. Kari noted results have been shared with staff at meetings. Eric raised question of how to turn things around. Manager meetings/trainings will be happening, training/development opportunities are being developed. Kari noted communication is also a focus. Eva noted importance of actually following up on what staff is told is going to happen.

10. Monitoring Report-L2 Treatment of Staff (7:48)

Kari provided review of report. Complex set of policies regarding treatment of staff, covers a variety data sources, subjective and objective. Noncompliance on safety policy for a number of years. Some progress has been made, frequency and severity of injuries over three years has been declining but not where number needs to be. Staff safety trainings just happened with all staff. Eva raised question of what percentage of incidents do not get reported. Motion to approve, made by Shannon. Eva seconded.

All were in favor. None opposed. No abstentions. Motion passed.

11. Monitoring Report Evaluation (8:00)

Steven led discussion. Proposal for rolling monitoring report evaluation was in packet. Idea to have system in place where reports can be evaluated, measured, rated and those evaluations documented. Would be a way of keeping track of progress and evaluate throughout the year, providing data which can be used at year end evaluation. Scott asked Shannon if she could come up with something for council to use, council would fill out within three or four days after meeting. Shannon will put something together and council will review and add to as needed. Steven offered to work with Shannon on that.

12. General Managers FYI Report (8:18)

Kari reviewed a few topics: Today was beginning of HVAC system replacement. Crane work completed a day early. First numbers back in terms of medical insurance renewals, MVP current carrier, nine percent increase. Another plan would be a return to CIGNA. Do not currently have logo paper bags, due to manufacturing issues and quality. Generic bags used for now. Truckload sale is May 31 to June 2.

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13. Wrap-Up: Actions, Communication, Calendar, Evaluation (8:23)

Actions: Kari will forward population demographic slides to council, send out doodle poll in order to schedule next diversity group meeting, email council explanation of bylaw changes including legend, schedule finance committee meeting call and include Steven and Katie. Shannon and Steven will draft rolling monitoring report proposal.

Communication: Eric asked about reminder of executive committee meeting being sent to rest of council. Draft of council meeting agenda will be sent out prior to exec committee meeting, so council can see draft, appear at meeting, or send comments if they can't make meeting.

Calendar: Next month, union leadership presenting at meeting. On August 27, Ed Fox is presenting, opening on July 1 for guest speaker.

14. Council or Cooperative Community Comments (8:28)

Eva gave shout out to Jess and noted council misses her and she looks forward to having Jess return. Scott raised question about growth, where is it going, what is co-op going to do? Is co-op ready and what are the opportunities? Will discussions continue without any action? Eric noted it should be added to agenda for next meeting. Shannon added July 1 meeting a good time, with no scheduled guest speaker.

15. Other Business (8:33)

Scott asked about feedback on dinner and discussion. Katie gave kudos to staff, noted everything looked like it went very smoothly. Shannon commented panel was great mix of experts and great facilitator. Eva added everything worked very well together. Eric thought it outstanding panel, food excellent, but thought it poorly attended. Thought it much better than in past, has improved.

Eric noted he would miss two next council meetings, may not be able to attend via GoToMeeting. Mentioned it has been a problem, people not attending. Customary to offer apologies and offer reason for not attending, council members perhaps should be obligated to give apologies and explain absence. Scott noted council can change meeting time if council members can't attend.

16. Executive Session: Labor Contract (8:43)

Motion made by Steven to enter into Executive Session. Eva seconded. Council entered executive session for purposes of discussing labor contract.

Council left executive session at 9:09.

Steven motioned, Eva seconded, and council adjourned at 9:10.