

HMC Bylaw Committee Notes

April 29, 2021

Zoom

Carl, Scott, Stephanie, Jed, Steven, Kari (notes)

Carl called the meeting to order at 4:30pm. No community comments.

Jed moved, Scott seconded and the Committee approved the minutes as amended.

Discussion of upcoming council meeting and the proposal to amend the proposed bylaw revisions with non-discrimination language:

- General support for adding some non-discrimination language
- The Co-op's attorney recommended putting language in company policy documents and not the bylaws. Stephanie disagreed with the recommendation.
- Steven suggested possibly citing State law in order to allow for a dynamic list of characteristics that must not be discriminated against. There is a concern that the list could change over time and require member approval in the future.
- Jed suggested possibly removing characteristics and making a more general non-discrimination statement. It was agreed to leave specific characteristics.
- The committee supports the inclusion of the non-discrimination language plus the additional characteristics referred to in co-ops labor agreement to Article 1, section 4.

Kari will send out the labor contract language for review. Carl will incorporate that language into a redline version that includes the other changes from March. Committee members will provide any comments by Friday noon. Kari will email to the document to council members after noon.

The committee agreed to adding limited non-discrimination language to the membership article.

The committee discussed Eric's idea to incorporate the language from the amendments regarding council retreats and council member speech into the governance policies and removing from the member vote. The Council has the authority to amend the governance policies. The committee reaffirmed its support for having the members consider these issues. The committee has already discussed making these two amendments the last ones in order of a special member meeting in case there is not time to consider everything.

Carl will write a memo to council to accompany the revisions.

Next meeting: Tuesday May 4 at 5:30pm

Adjourned at 5:26pm.