

## Hunger Mountain Co-op Council Resolution

### Supporting the General Manager on COVID Policies and Procedures

The Co-op Council acknowledges and appreciates that the General Manager and staff have been doing an excellent job of balancing safety with providing a steady accessible supply of products to the community, as well as meeting the needs and preferences of members, staff, local vendors and other stakeholders. The Council appreciates the great effort the General Manager and the Co-op staff have made on behalf of the community and will continue to support them during this extraordinarily challenging time.

The Council supports the Co-op's policy of encouraging but not requiring employee or customer vaccination. The Co-op's safety measures are in compliance with State and Federal recommendations. The Co-op is committed to balancing a safe working environment with respecting individual employee's health decisions.

The Co-op Council supports the Co-op management in working with the employees' union to uphold any current or future OSHA requirements for vaccination or weekly testing. Any changes will be made in negotiation with the employees' union.

The Council has been monitoring COVID related safety at the Co-op since the beginning of the pandemic, including receiving daily staff updates on COVID information in Vermont and around the U.S. The Council is impressed by and grateful for the Co-op staff's diligence in collecting the latest data and information and in creating policies and practices that have kept everyone safe through the past two years.

The Co-op has taken multiple measures to ensure the safety of employees and customers. Currently the Co-op requires masking for everyone (employees, vendors, members, shoppers and the larger community) who enters the store. Since early in the pandemic, the Co-op has been offering free and often same-day curbside pick-up for anyone who doesn't feel safe entering the store, with thousands of items now available to order online. In 2021 the Co-op installed enhanced air flow and continues to utilize an occupancy counter online so shoppers can know how many people are in the store in real time.

The Hunger Mountain Co-op Council resolves to continue to support the General Manager in operating the Co-op based on policy that includes understanding and acting on the risk to our community of employees, members, shoppers and vendors.

Hunger Mountain Co-op Council,

Eva Schectman, President	Jen Porrier, Vice-President
Julia Scheier, Treasurer	Steven Farnham, Secretary
RJ Adler	Lauren Antler
Olivia Dunton	Catherine Lowther
Andrew Sullivan	Nick Sivret, Staff Representative