



5	7/25/23	Officers/CM Link	10/23	Officers/CM Link will discuss the workload involved in moving cash into CDs and doing a policy refresh (this relates to IMR 2.5) and for all policies. <b>Update:</b> EE did CD research with Common Ground and shared with Links. We will stagger the go-live date of policies based on the workload CM estimates adapting the new workload will take. Will be assessed policy by policy. Brion will email Links asking which policies CM would like to see overhauled first/last/last before we embark on the Policy Blitz, once contact has been made with Jade on the project structure.
6	9/26/23	Gayle	10/23	Gayle will update August minutes to include amendments noted.
7	9/26/23	Gayle	10/23	Gayle will switch to using the rolling commitments chart in the packet and minutes. Add caveat sentence like "This is a snapshot of the commitments as of <date>. We will refer to the live document during the meeting."
8	9/26/23	Jenny	10/23	Jenny will follow up on email with ideas for process around the switch to using rolling commitments chart.
9	9/26/23	<b>ALL</b>	10/23	<b>All Directors</b> will complete the Section 3 survey by next month.
10	9/26/23	Alexis, Edward	10/23	Alexis and Edward will think through how to bring the survey results "next steps" to a work session.
11	6/27/23	Claire	11/23	Claire will convene NMEC plus Board to work on structure and process (start tracking in August). Update: Next NMEC meeting is in November.

**DECISIONS:**

**DECISION: July minutes approved as written. (Brion abstained)**

**DECISION: August minutes approved as amended with: (1) in announcements, Christopher re-elected (not reinstated); (2) define LWWG (Claire and Brion abstained)**

**DECISION: IMR 2.7 accepted as written.**

**DECISION: The People's Co-op Board endorses the CM further exploring an optional subscription model for owners to contribute to paying members of the CM a living wage.**

**DECISION: Marc will serve as both Treasurer and Secretary for the month until we select officers at the next meeting. (This keeps us in compliance with the law.)**

## **NEW COMMITMENTS:**

**Gayle** will update August minutes to include amendments noted.

**Gayle** will switch to using the rolling commitments chart in the packet and minutes. Add caveat sentence like “This is a snapshot of the commitments as of <date>. We will refer to the live document during the meeting.”

**Jenny** will follow up on email with ideas for process around the switch to using rolling commitments chart.

**All Directors** will complete the Section 3 survey by next month.

**Alexis and Edward** will think through how to bring the survey results “next steps” to a work session.

## **M-O FORUM:**

- n/a

## **AGENDA REVIEW:**

- Add quick conversation about one-month Secretary role

## **MINUTES APPROVAL:**

**DECISION: July minutes approved as written. (Brion abstained)**

**DECISION: August minutes approved as amended with: (1) in announcements, Christopher re-elected (not reinstated); (2) in item 6, define LWWG (Claire and Brion abstained)**

## **1) IMR 2.7 Compensation & Benefits**

Sponsor: CM Link

Purpose: decide

- Pretty straightforward, nothing out of compliance.
- Does living wage include benefits or not? NCG seems to assume that workers pay half of their health insurance premiums.
- It would be interesting to see the total benefits package in this report next time.
  - o Currently, People’s pays 100% of the healthcare premium (health and vision) for employees and children and 50% for spouses/domestic partners; dental 50% for employees and children, 25% for spouses/domestic partners. There are also 2 reimbursable medical funds that employees can access: \$175/year of uncovered supplements per covered person, and a deductible reimbursement fund since our deductibles are high.

- Our wage as percentage of sales is in line with other co-ops, but our full package is higher because our benefits are better than most co-ops.
- Anyone unprepared to act? No, Operational definitions or interpretations unreasonable? No. Inadequate data? No. Data not demonstrating compliance?
  - On 2.7.1, we know we're not quite paying a living wage, yet we're asserting compliance.
    - The interpretation for this section says that we're not paying a pay scale that fosters inequity or fails to foster a democratic workplace (not honoring certain work over other work). Data reflects that everyone is hired at the same starting wage.

**DECISION: IMR 2.7 accepted as written.**

## **2) Living Wage Action Proposal**

Sponsor: Living Wage Working Group (LWWG)

Purpose: discuss/decide

- Wage came up fairly often in exit interviews of why people left People's.
- At the Spring CM retreat, we did an exercise about worker wellbeing, and people talked about what they wanted as employees. Several groups formed based on what people wanted to see—community focus was one and living wage was another.
- We recognized that we can't afford to bring wages up to where we would like, so we brought the topic up at the annual meeting, both to let the community know what we were thinking about and to get some action from the community to help us with this issue.
- Interestingly, the living wage policy was initiated back in 2007 by the Board, not by the CM.
- We were paying a living wage until around 2019, when cost of living started increasing out of proportion.
- LWWG has a proposal for a crowd-funding action (like Patreon) that anyone can sign up for to pay a specific amount every month. Probably would not have a hierarchy of tiers; undecided if there would be a benefit to contributors. This would be a temporary fix to help workers make a living wage; it builds on energy of the annual meeting. LWWG wants support of the board before setting this up.
  - Are there any legal issues around this? There doesn't seem to be a legal obstacle. We can't call it donations, though, since we are not a nonprofit. Contribution is a better term. Distribution might be more to those lower on living wage scale if lawyer says this is okay, or might distribute equally to all workers.
  - Does board have to officially approve this? Maybe not, but we want to hear from the board their thoughts and questions and feedback.
- Very creative idea. A QR code at register to sign up would be great.

- Publicity: Maybe we would get a news story, since this is uncommon. Not sure if that would be good or bad publicity.
- Great creativity and great opportunity for education. Some people who get paid on salary have no idea what a living wage actually is. Need to break the cycle of low wages leading to high turnover leading to not enough people with longevity to do long-term planning to improve the situation. Board could help do education around this.
- Board also had an idea like this before LWWG presented it. Talked about it at annual meeting with MOs, and they liked it. Could be good publicity and good education.
- Would like to see clear policy attached to distribution. Wonder if there are ways that People's could revisit the equity conversation. The concept of equity has changed a lot in the last decade. Also wonder to what degree the benefits package is factored in.
- Endorse further exploration.
- Would tax people view this as income for People's? Would like to have advice on this. Also would like to see a policy plan about the distribution before moving forward. Reluctant to give thumbs-up without knowing that piece.
- Question to LWWG: What would you like from the board; what is timeline?
  - o Looking at 3 months to figure out distribution, platform, marketing. October is very busy, so we would start those 3 months in first or second quarter.
- What would be next step for coming back to the board?
  - o We should figure out what the board needs to approve or not. Prefer not to have to come back with every step.
  - o Details are operational, so board doesn't need to approve at every step. Being informed is sufficient.
  - o CM might want the board to address membership about it eventually in a formal statement.
  - o **Proposal:** The People's Co-op Board endorses the CM further exploring an optional subscription model for owners to contribute to paying members of the CM a living wage, including but not limited to details on the subscription platform, tax liability implications, a policy for equitable distribution of funds, and the marketing plan for getting the word out to owners and managing any media mentions.
  - o **Amended Proposal:** The People's Co-op Board endorses the CM further exploring an optional subscription model for owners to contribute to paying members of the CM a living wage.
- Next step: One idea is to have a board liaison to LWWG. Another idea is to have a more public committee with a member or two of LWWG, board, NMEC, and other MOs. (Either way, we would need at least one board person involved.)
  - o Edward and Charlotte will be co-liaisons to the LWWG. They won't speak as the board but will be communication links.

**DECISION: The People's Co-op Board endorses the CM further exploring an optional subscription model for owners to contribute to paying members of the CM a living wage.**

## **Announcements:**

- Board Orientation on Oct 21, 8-5, includes paid-for lunch for board members, NMEC members, and CM Links.
- Every Tuesday in Oct, 4:30-5:45: Mandy is going to Columinate financial training, and there's a code for our board to use to pay for it, if anyone wants to join.
- Alberta Co-op is looking for board members.
- October is Co-op Month! There will be multiple events, including yoga in the courtyard every Sunday.
- Thanks for helping supply food for the Central City Concerns mobile van event.
- Oct 1 is Apple Fest at Tryon Life Community Farm.

## **3) Feedback on Board Policies**

Sponsor: Alexis

Purpose: discuss

- Board decided to begin the process of self-monitoring by taking some assessment surveys to rate how we're doing on Section 4 (Board) and Section 3 (CM/Board interactions). We have completed the surveys for Section 4.
- Six out of eight directors responded. Results from Section 4:
  - o Each sub-policy had multiple things to rate.
  - o We did pretty well in 4.3 (Agenda Planning), 4.4 (Board Officer Roles), 4.5 (Directors' Code of Conduct), 4.6 (Board Committee Principles), and 4.7 (Board Committee Structure). All of these had an average rating of 3.4 or more on a scale of 1 to 5.
  - o Areas with the most room for improvement: Board Responsibilities and Government Investment. Both of these had average ratings less than 3.
  - o Common themes in comments:
    - Excitement around new self-monitoring process and board newsletter
    - Engaging with our selected Ends
    - Want to be more proactive and less reactive, working towards strategic leadership
    - Need to update Policy Register
    - Need to engage more with Member-Owners
  - o Celebrate: 6 items with average of 4.5 or higher!
  - o 5 items need improvement, with average under 3.
- Let's talk about where we want to focus.
  - o Getting Section 3 survey completed: Everyone will complete it within a month.
  - o Workgroup topic: Why did we score low on the things we scored low on? What can we do to improve them?

All Directors will complete the Section 3 survey by next month.

Alexis and Edward will think through how to bring the survey results to a work session and then to the public board meeting.

#### **4) Board Roles**

Sponsor: Marc

Purpose: discuss

- Since Claire is stepping down but we haven't selected officers yet, Marc will officially serve as both Treasurer and Secretary for the month until we select officers at the next meeting. (This keeps us in compliance with the law.)

**DECISION: Marc will serve as both Treasurer and Secretary for the month until we select officers at the next meeting. (This keeps us in compliance with the law.)**

**Meeting adjourned at 8:30**