

MINUTES FROM THE LEXINGTON CO-OPERATIVE BOARD MEETING

November 11, 2022 at 1:00pm via Virtual Conference Call

Attendance: Carolyn Hoyt Stevens, Heather Lazickas, Patrick Finan, Rita Jones, Emily Cosbey, Michelle Niblock, Pamela Eck, Terry Mickelson, Domenic Licata

Staff Members: Tim Bartlett **Others Present:** Eric Jones, Molly Snell-Larch

Patrick Finan called the Board Meeting to order at 1:02pm

| Agenda Item | Discussion/Documents Reviewed |
|--------------------------|---|
| Executive Session | <p>At 1:06pm Michelle moved, Dom seconded to enter executive session to discuss Personnel Issues</p> <p>Michelle move, Dom second moved to exit exec session at 1:44</p> |
| Union Organizing | <p>Carolyn moves to provide the following direction to the GM. Pamela seconded. Unanimous approval.</p> <p>We unequivocally support the staff's right to participate and to refrain from participating in organizing activities.</p> <p>The co-op has no official opinion on whether a union will serve our employees.</p> <p>We direct our General Manager to:</p> <ul style="list-style-type: none">• Protect our staff's right to a democratic election process in keeping with the co-op principles.• Provide adequate, unbiased information to staff to inform their choice on whether to organize or refrain from organizing, in keeping with our value of education, training and information. |
| Meeting Close | <p>Michelle, Pamela moved to close the meeting at 1:44. Unanimous approval.</p> |

Respectfully submitted by Tim Bartlett on November 12th, 2022