



Member-Owner Newsletter

September 2011



General Manager Update

by Mark Regni, General Manager

Things are getting exciting here on our corner of Chapel Street. We've received our first few trucks full of groceries, supplements and body care and we're working furiously at getting them on the shelves.

In the coming weeks you'll see our exterior signage installed, and we'll have other departments start to do more than set up fixtures and shelving, as more foods will be coming in to the store.

Watch our [facebook page](#), your email in box and also our [website](#) as the weeks go by to continue to keep on our progress. We'll also post our opening dates in these places as well. The first time we open our doors, we'd like to invite our member-owners (only) in to shop for a few hours and give us the opportunity to practice and get everything just right before opening up to the public the next day.

In mid-October, we'll send out an email inviting you to check out our new website. We'll have recipes, articles on food and wellness, staff and member-owner fave's, and more! Amy, our Marketing and Member Services

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REGISTERS



BULK DEPARTMENT

Manager has been working hard on it with our talented website designer Danielle, ECM member-owner and owner of the design company [Little Big Shop](#).

Read below for our hiring update, including the ECM Neutrality Policy voted on by our Board of Directors on August 10, 2011. And finally, our former board member and architect, Michelle Lauterwasser gives an update on our construction progress as well. This will be our last member-owner newsletter before we open so watch for updates on our website and facebook page. We are looking forward to opening our doors and inviting you in in just weeks!

Hiring Update

by Jennifer Daddio, HR Manager

We've been working hard at staffing our store with great people from New Haven and surrounding areas. By the time we open the store we'll have hired close to 100 employees! We've recently gone to Gateway Community College, CT Works, and Metropolitan Business Academy and collected applications and conducted interviews. Coming up next week, we'll attend the New Haven Re-entry Roundtable Employment Resource Fair.

Please review the Elm City Market Neutrality Agreement drafted and voted on by our Board of Directors in August. You'll find it just below this Hiring Update.

WE ARE STILL HIRING! For the most up to date information about available jobs, refer to our website by clicking [HERE](#). You can download our job application by clicking [HERE](#). Printed applications are also available on the doors to Elm City Market on State Street.

Return completed applications:

FAX: 203.624.0442

EMAIL: jobs@elmcitymarket.coop

MAIL:
Elm City Market
ATTN: HR Manager
777 Chapel Street
New Haven, CT 06510

IN PERSON:
drop off at the concierge desk of the 360 State Street building.

Neutrality Policy

approved by the Elm City Market Board of Directors 8.10.11

Elm City Market is a food cooperative owned by its members, who are local residents. We are founded on the values of self-help, self-responsibility, democracy, equality, equity, solidarity and community and, in this spirit; we issue this policy in support of our paid workers.

Like all cooperatives, Elm City Market is an autonomous association of persons united in our commitment to realizing common economic, social, and cultural aspirations through democratic and open processes. To that end, a cooperative must respectfully balance the needs and interests of everyone involved. Additionally, our goal as a food cooperative is to be successful and sustainable; no different than any other locally owned business.



SALAD & HOT FOODS BAR



SHOPPING CARTS

(IN THEIR NATURAL HABITAT)



FULL SERVICE MEAT & SEAFOOD

Concern for community is one of our core principles. Elm City Market is not a business designed to maximize profits at the expense of any one group; as our mission states our goal is to offer a rewarding shopping experience as well as a caring workplace for our customers, employees and suppliers.

As a locally-rooted and locally-owned cooperative business, Elm City Market offers our community the economic benefits of good quality jobs, an emphasis on local and regional products, and a return of all profits that are not reinvested into the co-op to member-owners as patronage refunds. We aim to be a market leader in New Haven by creating and maintaining a great workplace, with good wages, benefits, working conditions, training, and opportunities for advancement.

We strive to insure that the interests of the member-owners and management are not in conflict with those of the workers, who are our fellow residents and community members, many of whom may choose to be member-owners themselves. The Board of Directors itself is elected by the members, and as a result represents member constituencies. Because we are a cooperative that is based on values of democracy, equality and solidarity, and because our core principles include those of democratic control, education, and community sustainability, Elm City Market fundamentally believes in the rights of workers to have a voice and to organize themselves as they wish, which includes their right to join a union if they choose.

In recognition of these principles, Elm City Market will remain neutral in any union organizing campaign by neither encouraging nor discouraging membership in a union. Elm City Market and its management will not make disparaging statements about unions or unionism or engage in any campaigns of union avoidance. Elm City Market will cooperate fully with and abide by any call for elections and decisions of the National Labor Relations Board (NLRB) to enable a timely election that allows employees to exercise their democratic rights. We are also open to discussions about alternative election processes consistent with our principles. We will work with union representatives to allow fair and reasonable access to the premises. Throughout, Elm City Market will remain neutral, and will not seek to influence any employees' decision regarding union membership, or in any other way to interfere with their democratic rights.

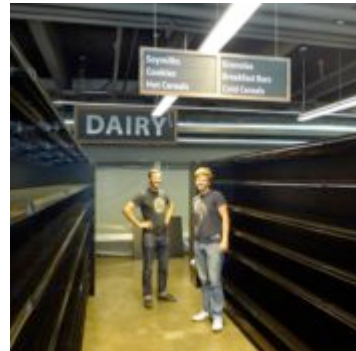
Construction Update

by Michelle Lauterwasser

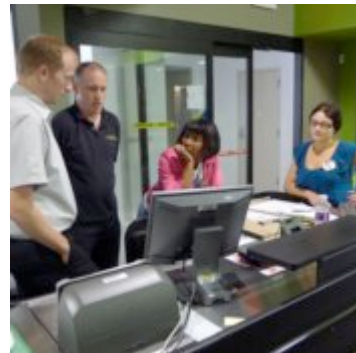
Elm City Market is in the final stretch of construction activity. It's hard to believe in a little over half of a year what was a 24,500 square foot shell space has been completely transformed into a vibrant market reflecting the food culture of New Haven.

Over the past two months, the construction and design team have completed all major construction activities including: floor sealing; interior door and window installation; custom millwork fabrication and installation; interior framing, drywall, and painting; decorative tile work; HVAC, plumbing, and electrical work; conveying systems between the loading dock and retail floor; and installation of all coolers, freezers, kitchen equipment, refrigerated and frozen cases, produce cases, grocery shelving, check-out stands, and signage.

The team has also been busy outside the walls of the Market installing



{Andrew & Jerred}



{Nick, Tim, Tracey & Kristy}



{Danielle & Terrie}

