



Blue Mountain Station Co-Op

Membership Policy

Adopted 9-16-14

Co-ops are owned by their members, and membership has various benefits. The Blue Mountain Station Co-op has two kinds of members: *vendor members* and *consumer members*.

All members have the following benefits:

- Part ownership of the Co-op
- A vote for board members
- The right to run for the Board of Directors
- The opportunity to volunteer in the Co-op Volunteer Program

As a consumer member you will have the following additional benefits:

- Ten percent discount on all purchases on monthly membership appreciation days
- Free quarterly news letter
- Discounts on case orders/bulk orders
- Members-only specials and coupons

As a vendor member or tenant you will have the following additional benefits:

- Opportunity to sell your product(s) directly to consumers without a high wholesale/retail markup
- Ability to advertise for free in the Co-op's quarterly news letter
- Ability to add educational information about your product(s) to the Co-op's quarterly news letter
- Opportunity to offer specials to members to enhance sales and encourage members to try your product(s)

Membership Equity Commitments:

- \$35/year with a commitment of four hours of volunteer work each month
- \$70/year with no volunteer work required
- \$12/year with a commitment of four hours of volunteer work each month for low income individuals with proof of government assistance
- As a tenant member you will not have volunteer requirements

Household Memberships

Membership is defined by family household or those individuals who share a refrigerator. Membership will be recorded under a primary member, but all members of the immediate household will receive member benefits, and all members of the immediate household may contribute to the required monthly volunteer hours.

Member Status

- Active: signed membership agreement, paid fee, current with work hours, has a work assignment. Considered a member in good standing, may vote and receive member benefits
- Alert: signed membership agreement, paid fee, but owes work hours from one month or does not have a work assignment. Still considered a member in good standing, may vote and receive member benefits.
- Suspended: signed membership agreement, but owes work from two months. Not considered a member in good standing, may not vote nor receive member benefits.

Volunteer Requirement

By volunteering we will all be participants in a strong community and our Co-op will remain sustainable. In addition, it will help our prices remain competitive. Work requirements can be fulfilled in numerous ways, from working shifts in the store to packaging and pricing merchandise, from contributing to the newsletter to greeting customers. All of these tasks are important to our success. We all have something to contribute and should see our volunteer work as a privilege. Some volunteer positions require limited training. You will need to make arrangements for this training.

Volunteer opportunities may be found at the Blue Mountain Station Co-op Market. It will be your responsibility to sign-up on the calendar for the task you would prefer and to record your volunteer hours appropriately.

Bank Hours

Members may bank hours. Hours worked accumulate, just as work debt does. The Co-op encourages members to take up larger roles in the Co-op. Some of these roles may require more than four hours every month. These hours accumulate and the member would then be able to put in fewer hours down the line. Banking hours is a good way to remain active if you know a busy period may be coming up in your life.

Owing Hours

To make it easier for members who have fallen behind on hours to move back to Active status, we cap the hours that a member can owe at eight. So even if a member falls behind on work for three or more months, he or she will only have to make up eight hours to be able to receive member benefits again.

Since the Co-op charges the four hours at the end of the month, owing eight hours means a member needs to work 12 hours in one month (eight hours owed for previous months plus the four hour requirement for the current month), or work eight hours per month for two months (eight hours to become "alert," and eight hours the next month to bring the member current.)

Volunteer Exemption

Exemption to the volunteer requirements will be considered on a case-by-case basis.