

# Other Avenues Grocery Cooperative

3930 Judah Street, San Francisco, CA 94122

Phone: 415.661.7475

## Information for Applicants

Thank you for your interest in applying for co-owner/co-manager at Other Avenues. We opened in 1974 as a small neighborhood store, run and supported by community members dedicated to providing an alternative to corporate grocery stores. We are now a collectively run, worker-owned and managed natural foods cooperative. Throughout our forty-five year history, we have remained committed to organics, healthy food, environmental sustainability, worker-ownership, and true community involvement.

Our worker-owners share in all work. Out of a core schedule of 30+ hours per week, responsibilities include providing excellent customer service, cashiering, being on your feet for long stretches, repetitive lifting of up to 50lbs, working in cold environments, purchasing, and all other aspects of running a small business. We are looking for someone interested in organic foods, consensus-based decision-making, egalitarian workplaces, and the chance to be involved in a thriving, socially responsible neighborhood business.

Applicant probation period: The decision on membership is generally made after a six-month period during which the applicant and Other Avenues decide on their mutual fit. Prospective members will be expected to function like worker-owners during their probation.

Starting pay is \$18.00 per hour (after successfully passing the evaluation period, pay increases to \$19.50), with fully covered medical, vision, and dental coverage beginning at two months. We also offer a work-shoe reimbursement program and a supplemental wellness benefit. Workers get covered by renter's, life, and long-term disability insurance as applicable. Workers who work 40 hours a week can earn about 4 weeks paid time off per year. A small buy-in is due at the end of the six-month applicant evaluation period. Members also share a portion of the surplus earnings at the end of the year, although all compensation depends on the income generated by the business.

As members of a cooperative we are not just workers and partners, but committed to mutual support of one another and other cooperatives, to quality natural foods, and to providing excellent service to the community. Members generally have interests and ideally experience including the following:

- ◆ natural foods and health.
- ◆ groups that operate cooperatively.
- ◆ work that is often physically demanding.
- ◆ responsibility of helping run and own a business for the welfare of co-workers and the community.

## Application for Prospective Worker-Owners.

**Please include resume with application.**

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail: \_\_\_\_\_

\_\_\_\_\_

How did you learn of this opening?

\_\_\_\_\_

\_\_\_\_\_

Why are you interested in applying at Other Avenues?

Why do you want to work in a natural foods cooperative?

What is your knowledge and/or experience of co-ops and worker-owned businesses?

What do you think it means to be a business owner in a cooperative?

What are your strengths and weaknesses as a communicator? Strengths and weaknesses as a worker?

What is your natural foods knowledge/customer service experience?

What is your retail buying/business management experience?

How do you handle stress? Responsibility?

What do you think your major contribution to the group would be?

What is the minimum amount of time (i.e., months/years) that you can see yourself working at Other Avenues?

How many hours do you desire to work? \_\_\_\_\_

Are you able to work over 30 hours a week? \_\_\_\_\_

Date that you can start: \_\_\_\_\_

Do you have pre-arranged vacation plans during the next six months? Once hired, new members cannot take vacations during their probationary period that were not pre-approved prior to their hire.

What are your future goals?

Is there anything else you would like us to know about you?

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**Employment history:**

**List below your last three employers, starting with the most recent.**

Employer: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Job Title: \_\_\_\_\_ Contact Person: \_\_\_\_\_

Dates employed: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Job Title: \_\_\_\_\_ Contact Person: \_\_\_\_\_

Dates employed: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Job Title: \_\_\_\_\_ Contact Person: \_\_\_\_\_

Dates employed: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

May we contact your current employer? \_\_\_\_\_

May we contact your prior employers? \_\_\_\_\_

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**References:** Provide the names of three people, not related to you, whom you have known at least one year, who can provide work-related references pertaining to you.

Name:  
Phone Number:  
Years acquainted:

Name:  
Phone Number:  
Years acquainted:

Name:  
Phone Number:  
Years acquainted:

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**In case of emergency, notify:**

Name:  
Phone and address:

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**Please read, initial each paragraph, and sign below:**

\_\_\_\_ I hereby authorize Other Avenues to thoroughly investigate my references, work record, and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to Other Avenues any and all letters, reports, and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release Other Avenues, my former employers and all other persons, corporations, partnerships, and associations from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

\_\_\_\_ I understand that nothing contained in this application, or conveyed during any interview which may be granted or during my work with Other Avenues, if hired, is intended to create an employment contract between me and Other Avenues. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time with or without prior notice, at the option of either myself or Other Avenues membership (worker-owners), and that no promises or representations contrary to the foregoing are binding on Other Avenues unless by written resolution of the Other Avenues Board of Directors.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_