

General Manager's Report to Karma Board  
Justin McNabb –April 7, 2010

The Receiver General has been paid; PST and WSIB payments are up to date.

Provincial Government **Bill 168** requires employers to develop written policies with respect to both workplace violence and harassment and to review those policies at least once per year. Section 4 of our collective agreement covers this issue. Will this be sufficient?

**Membership Drive:** Karma Co-op needs about one hundred more members. I propose that every member who recruits a new member to Karma Co-op receive an \$18 fee credit. This may seem like Karma would lose fee revenue, but the \$18 would be collected from the new member. Then, should the membership drive be successful there would many more members when the second fee is launched in the fall.

**Community Partnership membership:** Last month I requested that that board reinstate the defunct Karma Corporate membership. Alternatively, I request that the Board approve a Community Partnership membership. Karma exists very much in isolation from like-minded organizations and the growing food movement within the city. We need to foster relationships with other groups, who can help promote Karma, and offering a special membership is our only way to so. The conditions of membership would be the member loan and membership fee of an individual working member. The member labour of the Community Partnership member would covered by the promotion of Karma outside of our community via newsletters, web-pages, events etc.

**Also:** Managers from **Coop la Maison Verte & La Coopérative du Grand Orme** recently visited our store. I would like to report on some interesting differences in our co-op models. They offer a family membership, for example, which we might consider.

**Credit Policy:** see current policy -- attached.