

Tuesday, March 24, 2020

Update: State of the Co-op

Dear LMC Team members,

Thank you from the bottom of our hearts. We regret what you've had to endure during the last two weeks. Overarching and informing our lives has been the coronavirus, closing of two stores, loss of 33 staff, heightened activity and shopping — some of it stressful and fear based. It has been a lot. Thank you for showing up to the best of your ability every day. We encourage you to take time off to care for yourself and your family when you need respite.

The Board of Director met on Monday evening at 6pm and agreed to approve a Hazard Pay/Bonus of \$3 an hour for every hour worked between March 1 and 31, 2020. We understand this bonus is not enough to compensate you for the unfortunate circumstance we are in, but we hope it will give you some relief. We will be increasing security by adding extra staff who will monitor the number of people in the stores. And we are asking our Member/Owners to help us by donating face masks and hand sanitizer.

The Board of Directors will be meeting with management multiple times each week in hopes of navigating the situation more carefully. We are working on further proposals to improve the stability and safety in your environment. You are always welcome to email us at [talkwiththeboard@lamontanita.coop](mailto:talkwiththeboard@lamontanita.coop).

We are each doing our part and we know you've done more than your part. Thank You.

Sincerely,

James Esqueda, General Manager

Valerie Smith, Board President

Maggie Seeley, Board Vice President

Liz Davenport, Board Secretary

Emily Conway, Board Treasurer

Benjamin Bartley, Board Member

Juan Fernandez, Board Member

Micah Roseberry, Board Member