

## Harvest Noon Membership Agreement

### 1. *Conditions:*

Membership is open to all applicants aged 16 or over, without discrimination, who are willing to support the Co-operative in its operations and principles. All members are expected to volunteer at least two (2) shifts at the cafe, or to contribute a \$5 suggested minimum donation to the Co-operative. They must also agree to the terms of the Membership Agreement, available at the site of the Co-operative.

### 2. *Member rights:*

- Members have speaking and voting rights at all General and Annual Meetings. They have the right to attend and speak at all Board Meetings.
- Members may submit any motion(s) to be voted upon at a General Meeting
- Members have the right to elect their Board of directors at each Annual Meeting, and whenever any vacant position is to be filled.
- All members aged 18 or over have the right to run for Board positions whenever open seats are available
- Members have the right to express their concerns and opinions about the Co-operative's operation, and to have them adequately addressed. Concerns, opinions, or proposals may be submitted to the Board informally, in writing, or by petition
- Members are guaranteed access in a timely manner to all administrative and financial records, as well as policy information.
- Members are entitled to use of the Co-operative as a safe, friendly, and respectful environment
- Members are entitled to any additional rights established by the Board of directors

### 3. *Member discounts*

Non-members will be charged a 10% fee on all purchases made at the Co-operative. This fee is waived for all members. Members are also entitled to any additional discounts on services or products provided by the Co-operative, as established by the Board of directors. Members must present their member card at the time of purchase in order to qualify for any discount on services or products provided by the Co-operative.

### 4. *Member Responsibilities:*

- Members must comply with all policies established by the general membership and the Board of directors
- Members are expected to support the Co-operative through their patronage
- Members are responsible to communicate any concerns or conflicts relevant to the Co-operative's operations to the Board of directors, in a timely manner

### 5. *Termination of Membership*

Membership may be terminated in the event of theft, vandalism, abuse, discrimination, or non-compliance with the Co-operative's bylaws or other policies as determined by the Board. Termination will be at the discretion of the Board, which must provide three written warnings prior to revoking membership. No more than one written warning will be issued per week. Under extreme circumstances, membership may be revoked immediately and without the normal procedure of warnings through the passing of a special resolution by the Board of directors. Notice must be given in writing to the member in question at least ten (10) days before the scheduled Board meeting. Termination of membership may be appealed via petition at the next General Meeting. At this meeting, a majority of the members may confirm or overrule the Board's decision. A member who wishes to appeal must notify the Board of directors within 21 days of receiving his or her expulsion notice.

Any member may choose to retract his or her membership at any time. In the event of termination of membership for any reason, any membership fees will not be refunded.