

Name:

UMass ID:

Telephone #:

Hometown:

Local

Address:



People's Market Application Spring 2014

Please read completely through pages 2-4 before filling out your application.

To be eligible to work at People's Market you must:

- Be a full-time undergraduate student at Umass.
- Be available to work at People's Market for two or more semesters.

Be able to attend:

- Mandatory All-Staff meetings, from 5:00-7:30 p.m. every Monday.
- One paid, two-hour long, weekend mandatory cleaning shift during the semester.
- One paid training day: Saturday, February 15. Plan to arrive to training at 11 a.m.

Important Dates:

- **Friday, January 31st, 5:00 p.m:** Information session located in People's Market for potential applicants. Attendance is encouraged (but not necessary) for those looking to learn more about the history and workings of People's Market. This session is an opportunity for applicants to ask current co-managers questions pertaining to the application and/or the hiring process.
- **Friday, February 7th, 2:00 p.m:** Due date for applications. Hand in your completed application to a co-manager working behind the register at People's Market during our hours of operation. (We can't accept electronic copies, sorry!)
- **Monday, February 10th:** List of interviewees posted by last name and last four digits of student ID number on the door of People's Market. If selected, please sign up for an interview.
- **Week of February 10th:** Interviews will be held in the evenings, after hours of operation. Interviewees should bring an item for "show and tell"!
- **Friday, February 14th by 4:00 p.m:** All interviewed applicants will be contacted by this time with the Hiring committee's decision.
- **Saturday, February 15th, 11:00 a.m:** Mandatory (paid) training day for all new hires.
- **Tuesday, February 18th (Monday Schedule), 5:00 p.m:** First All-Staff meeting in the Campus Center.
- **Saturday, April 12th, 9:30 a.m:** Evaluations Day.
- **New Hire Training Process:** The first week of their employment, newly hired co-managers will undergo a paid shadow/training period. New hires will be required to sign up for five one-hour long shifts. The purpose of this period is to allow for a smooth transition into the Market. More information will be given about the shadow period during the training session the weekend before.

What is the People's Market?

The People's Market, est. 1973 is a not-for-profit, student-run collective run in the spirit of a worker-owned cooperative that aims to provide alternative, quality foods to the University of Massachusetts community. All members of our collective work as a team, using participatory management and consensus decision-making processes. The tasks and responsibilities of running our business are assumed and fulfilled by our members who are elected to commitments based on their skills, availability and interests.

Committees that are accountable to the entire staff to carry out specialized managerial and operational tasks. People's Market involves a high level of self-accountability, motivation, and initiative. Please do not apply if this does not sound like something you could be passionate about!

People's Market pays \$8.00/hr. All co-managers receive a 10% discount on purchases at all student businesses. Please take the time to think about your responses and we'll be sure to take our time when considering your application.

'Why should I work at People's Market?'

Working at People's Market is a unique and formative experience. Everyone in the collective has the same amount of power in decision making, regardless of seniority. There is no boss or supervisor at the People's Market and we're all undergraduate students. Instead, we hold ourselves and each other accountable for our actions.

People's Market is an opportunity to grow as a co-manager and a person. When you work here, you are, essentially, the owner of a market with upwards of 21 other students! You have the opportunity to enact changes in the space, whether it be changes to procedure, or buying new products, or putting together a fun event for our community.

What is a Cooperative?

The People's Market is run as a worker owned cooperative. The internationally-recognized definition of a cooperative is "persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through jointly owned and democratically controlled enterprises."

Co-ops are run on the **Rochdale Principles**, which are:

1. Voluntary and open membership
2. Democratic member control
3. Member economic participation
4. Autonomy and independence
5. Education and training
6. Cooperation among co-ops
7. Community outreach.

Our Mission Statement

- To provide a place for the University community to buy natural and fresh foods.
- To provide the University community with an alternative eating place.
- To promote the co-operative and collective movements.
- To educate and inform the community about nutritional, political, and social issues in the realm of the food industry.

Diversity Statement

The collective aims to reflect the community it serves. The Hiring committee will look favorably upon applications from women, people of color, persons with disabilities, queer and trans*-identifying people, and people from diverse economic backgrounds.

Handbook Link:

<https://umassamherst.collegiatelink.net/organization/peoplesmarket/DocumentLibrary/View/163613>

Committees at People's Market

If hired, you have the opportunity to become involved with the following committees:

Advertising Develops campaigns and creates advertisements to communicate with the campus and valley community.

Board of Student Businesses (BOSB) Meets to discuss matters affecting all of the student business at UMass and collectives in general.

Bookkeeping Manages finances, and organizes invoices to ensure payment to vendors.

Buying Arranges product purchasing for resale.

Cashout Manages and balances money in registers, responsible for co-manager accountability at registers.

Catering Provides catering services, creates and delivers products for events.

Dot/Star Co-manager accountability force, holds co-managers accountable for their actions and performance. Monitors and communicates issues with co-manager conduct.

Extensions Researches the origin of production, and affects our products have on the global community to ensure responsible sales.

Fun! Responsible for creating and communicating fun and exciting market events to co-managers, inspiring more co-manager activities.

Handbook Monitors and updates our handbook.

Hiring Revises the application and conducts the hiring process and meetings with new peeps.

Maintenance Monitors and attends to the maintenance necessities at the market, like building new tables and stands, etc.

Newsletter Keeps the campus community up-to-date about our business.

Organizational Specialist (Orgi-Spec) Creates agenda packets for all staff, creates work schedules, and keeps us organized.

Solidarity in Action Coalition (SAC) Works to ensure understanding and equality among the diverse identities functioning within our own market community and beyond.

Webtech Manages our technological resources to keep the community up to date.

Shift Responsibilities

Coffee - Responsible for brewing coffee, espresso drinks and keeping coffee area tidy.

Register - Responsible for transactions on the cash register.

Stocking - Responsible for preparing and pricing items before they go on display.

Shift Facilitator - Prioritizes, organizes, and delegates duties on shifts. Checks for incoming orders.

NOTICE: To avoid bias in the applications process the Hiring Committee will read and discuss anonymous applications. Interviews will be determined without knowledge of the applicant's name, address, ID or other information asked for on the front cover. We ask your cooperation in this process by limiting and attaching that information only to the front cover of this packet.

Your Information

1. How did you find out we are hiring? _____
2. Are you a work-study student? (This will not affect your chances of being hired.) _____
3. What is your academic year? _____
4. Have you applied before? If so, when? _____
5. If you previously applied, were you interviewed? When? _____
6. In the event that we are unable to hire you, please consider the other student businesses on campus which can be found here: <http://www.umass.edu/rso/csb/info/info.html>

Employment History

Please list present or most recent employer first, and use the back of the page if needed. Feel free to attach a resume if desired, though it is not a requirement. **Remember to remove your name and contact information from the document.** If you have no employment history, please describe to us how you have upheld responsibilities and work ethic in the past, especially in regards to personal, academic, or life experiences (i.e. babysitting, gardening, elderly assistance, etc.).

Employer: _____ Telephone #: _____
Address: _____
Supervisor's name: _____
Your job title: _____
Employed from _____ to _____
Reason for leaving: _____
Duties: _____

Describe the positive and negative aspects of your last work environment; feel free to elaborate:

Volunteer Experience

List any and all volunteer experience that you feel would contribute to your role in People's Market.

Name of organization (s):__

Telephone #:__

Website (if applicable):_____ Supervisor(s):_____

Dates volunteered:__

Briefly describe your volunteer work and the experiences from it that you would bring to the Market:

Questions

Feel free attach separate pieces of paper if you need more room to expand on your answers.

1. Describe a situation in which you used communication to resolve a conflict in a personal, professional, or academic setting.
2. Describe a situation, taken from a personal, professional, or academic setting, in which you put forth more than was expected of you.
3. Describe your ideal situation in ten years (in terms of lifestyle, profession, achievement, etc). What steps are you taking now and what do you plan to do in the future to achieve this situation?

4. How do you see yourself benefiting from working in a student-run collective setting (with responsibility to your peers, no hierarchy, and personal accountability)? What may be difficult about this experience?

5. How have your social locations (for example, economic status, race, gender, sexuality, ability, etc.) or those of someone close to you impacted your life?

6. Please express yourself in some way: Draw a picture, draw a comic, write a poem, write a song, make a perfect market playlist, etc.

7. Please take a moment to indicate two or three committees you would like to become involved with and why you are interested in each particular committee. (Refer to page 4)

8. Please use this space to share with us anything else that might help us to better understand who you are and what you value.

People's Market Scheduling

Please indicate your weekly availability with an A in each spot your ARE available and an X in each spot that you are NOT available. We understand that your academic schedule may not yet be finalized.

HOURS	Monday	Wednesday	Friday	HOURS	Tuesday	Thursday
7:45-9:00				7:45-9:00		
8:50-10:05				8:55-10:55		
10:00-11:10				10:50-12:45		
11:05-12:15				12:40-2:25		
12:10-1:20				2:20-4:00		
1:15-2:25				4:00-5:00		
2:20-4:00				5:00-6:00		
4:00-5:00				6:00-7:00		
5:00-6:00	ALL		STORE			
6:00-7:00	STAFF		CLOSED			

The People's Market Hiring committee will post interviewees' **ID numbers** outside People's Market on February 10. If your number is posted, sign up for an interview. The remainder of interviews will be held in the **afternoons/evenings during the week of February 10.**