

Welcome to the first step in the 'Operational' Owner-Worker Program!

Being an Owner-Worker is a privilege only available to Owners or household members of Owners.

The Overview

The Owner-Worker system is comprised of two categories of jobs: 'Operational' and 'Support'. The 'Operational' positions are jobs done in the store such as stocking or serving food in the deli. 'Operational' Owner-Workers are compensated by minimum wage pay. The 'Support' positions are those jobs done outside of Operations, such as volunteering for special community outreach events and the Chefs in the Classroom program. They are compensated by store discounts. *(If you are interested in a Support position, talk with Customer Service. Do not use this application for the 'Support' Owner-Worker positions.)*

The Basics of 'Operational' Owner-Workers:

Operational positions require attendance at an orientation, and a 6 month commitment. Use the attached application to indicate your interest in participating in the program. Return the completed application to Customer Service at either store. They will also be happy to answer any questions you may have.

Your application will be kept on file until you are contacted about attending an orientation. We call people in the order the applications were received. Due to limited space and the number of applicants, expect to wait several months before being called for an orientation. You are welcome to contact us if you have questions as to the status of your application. We do appreciate your patience.

An Important Note:

'Operational' Owner-Workers at First Alternative are classified as paid staff. We are required by law to maintain specific employment records for every worker. It is essential that you remember to bring to your Owner-Worker Orientation the documentation showing you to be a legal worker in the United States. For example, a passport or a driver's license & social security card will do. If you would like a copy of the list of eligible documents, please ask. We will be happy to give you one. Because this is so important, we know you will bear with us, as we require it before we assign you a shift.

Remember

- ✓ **Detach and return your application to Customer Service.**
- ✓ **Keep this page for reference.**
- ✓ **Wait for someone to contact you. Call us if you have questions.**
- ✓ **Bring ID to the orientation.**

'Operational' Owner-Worker Application

First Alternative Co-op

*Operational Owner-Workers work a weekly, two-hour shift and are compensated by minimum wage for their work. The jobs that they perform are usually directly on the sales floor and are related to the day-to-day operation of the store. ***These positions require a 6- month commitment. If a 6 months commitment does not work for you, please inquire at Customer Service about our 'Support' Owner-Worker positions.*

Instructions:

- Complete this application.
- Turn in the application at the Customer Service desk at either store location.
- You will receive a call about the next available orientation dates as soon as they are scheduled (***Please note: sometimes, there is a 4-6 month wait before the next available orientation.***)
- If you have any questions, please direct them to Human Resources at 753-3115 ext. 333.

Please Note:

- If you are unable to attend the orientation date you sign up for, please give us a call to cancel.
- If you fail to show up for the orientation that you signed up for, and didn't give us a call, we will assume you are no longer interested in the Owner-Worker Program and will remove your application from our files, unless we hear from you otherwise.

Thank you for your interest in First Alternative's Owner-Worker Program!

Applicant: Complete and give to Customer Service

Today's Date: _____

Owner Card Number: _____

(If you are not the voting owner for that card number, Voting Owner Name: _____)

Last Name: _____ First Name: _____

Daytime/message phone: _____ - _____

At which store do you prefer to work? North South No preference

Are you under age 18? YES NO

Have you worked as an Owner-Worker for the Co-op in the past? YES NO

If yes, please indicate approximate dates and which department. _____