

# BAIN COOP NEWS

J  
U  
L  
Y  
1978



Housepet

# On call

Cec Rodriguez  
1 Elms 463-0878

Leo Machado  
56 Oaks 466-8692

Pat Lebrun  
19 Aberdeen 461-2508

JULY	17-23	Cec
	24-30	Leo
	31	Pat
AUGUST	1-6	Pat
	7-13	Cec
	14-20	Leo
	21-27	Cec

Since we last came to your house there have been two minor fires in the Co-op. Please respect fire safety regulations. Under no circumstances should you operate a hibachi or barbecue on a porch, front or back.

If you're going on holidays, have a wonderful time. You might consider notifying somebody (either the Office, or your neighbours, or both) in case anything happens to your apartment in your absence. And please have a safe vacation. We want you back here.

Residents are reminded that they are required to give two months notice when vacating their unit, and four to six weeks when subletting.

Maybe we should take this opportunity to welcome all those who are here as tenants of members. Hello subletters!

## TABLE OF CONTENTS

Cover. . . . .	p.1
This is . . . . .	p.2
Feature by Michael Barker. . . . .	p.3
More Things Like This . . . . .	p.4
Letters . . . . .	p.5
Federation Report . . . . .	p.6
Anne Lindens Returns! . . . . .	p.7
Peace, Happiness and Fulfillment. . . . .	p.8
Birds of the Co-op. . . . .	p.9
Ladle Rat Rotten Hut. . . . .	p.10
Helpful Hints . . . . .	p.11
Guatemala . . . . .	p.12
The Residents' Council Report . . . . .	p.13
Garden Tips . . . . .	p.17
Calendar . . . . .	



### NO NEWS IS BAD NEWS

The Bain delegation, led by our trusty and intrepid cub reporter, which went to Buffalo in an attempt to persuade the Rolling Stones to play at the Bain Street Festival 1978 has not been heard from since it left town at the end of June.

This spirited publication is brought to you monthly by a mystical combination of wit and machinery aided by the Newsletter Committee. (Just a bunch of your neighbours.)

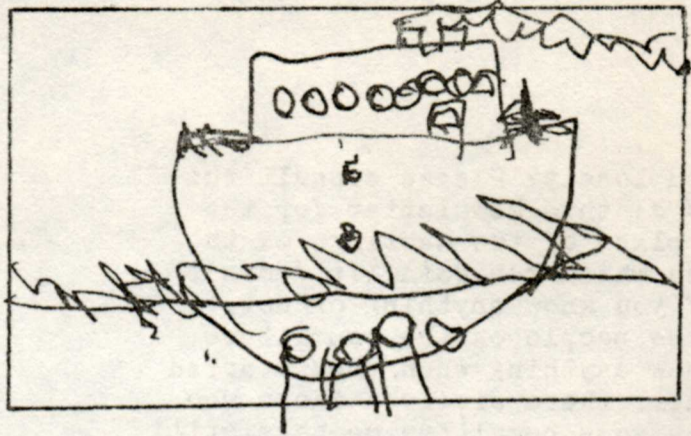
### HAVE A NICE MONTH.

We thought we were up against it last month, folks. Mutinous machines brought us to the brink of hitting them with a blunt instrument, and almost succeeded in keeping us off the street.

Where they failed, your lethargy succeeds. Thanks to those who contributed, the deadline for August is

SEPTEMBER 7

Co-op car drivers are reminded that the number of children at home during the daytime increases rapidly for the months of August and September. Sometimes traffic on the sidewalk gets heavy and it is easy to end up on the street. Please drive slowly through the Co-op. Tell your friends.



EAST CITY Y.M.C.A. DAY CAMP

by

MICHAEL BARKER

First you get picked up by a bus. Ours was called Bionic. There are all kinds of different names for the buses. When your on the bus you sing songs, play games and things like that. You'll make lots of friends, you might make some enemies... but you won't make too many. I know that.

You can buy tee shirts there too.

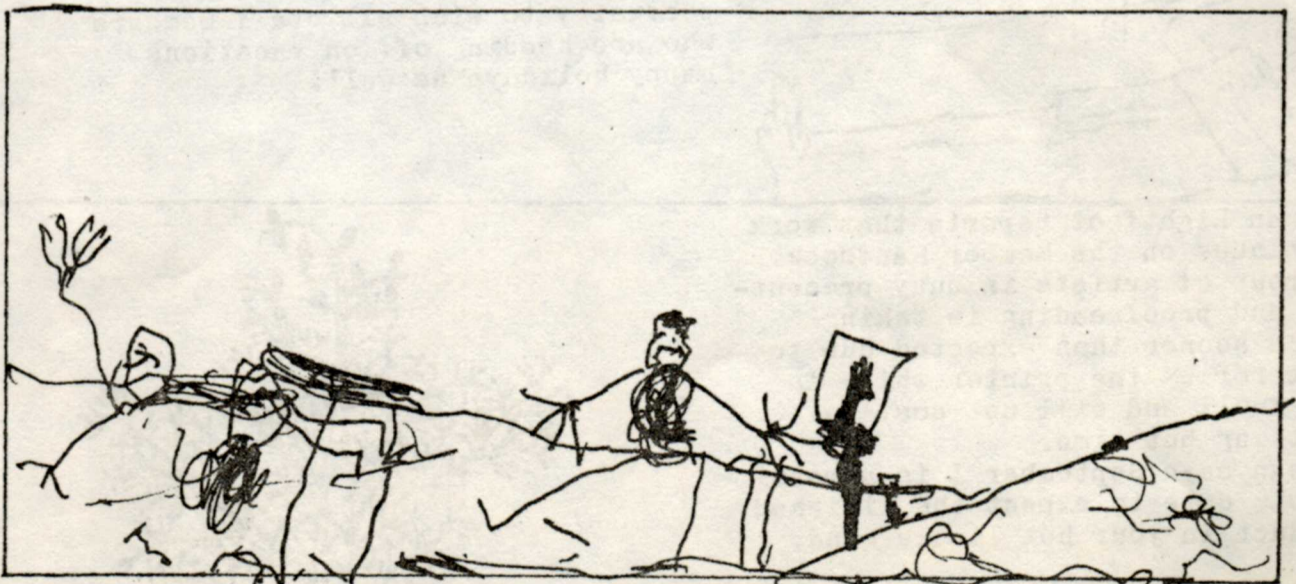
When we go on the ferry we have to stay inside and stay away from the edges. Only the counsellors are allowed to go to the edges. When we get there we put our stuff away and get into a circle. When we are in the circle we sing songs and play games. Then we go swimming and when we get back from swimming we have lunch.

After lunch we play games, do crafts and have another circle and then we go home. Some days are special days, like Greasez day, or the 'Laugh Olympics, or the Overnight. It was fun on the overnight. We roasted marshmallows and had our own tents to sleep in.

Your counsellors will help you with alot of things and teach you things too.

Camp was good.

( Anyone interested in the Y's Hanlans Point Day Camp should contact Michael Brady, East City YMCA, at 694-1159)



MICHAEL

Are you lonely? Please consult the back page of this Newsletter for the time and place of the meetings of the committees which run Bain. It doesn't matter if you know anything or not. Most of the people on the committees didn't know anything when they started out, either. There are even those who think they some committee members still don't even know what they're doing. The only way you're going to find out for sure what anybody is doing, however, is to get out there and do something yourself. Committee work is the easiest way of all to get involved, and the easiest way to find out just how much you have in common with all the other people who live here.



Members are reminded, although they should not have to be, that garbage days are Tuesdays and Fridays, and that in the summer adherence to these days is essential. Have mercy on your neighbours.

The Annual General Meeting elected four new members of the Membership Committee. Newly elected are Nora Peat, Jill Maloney, Ann Rutledge, and Jocelyn Parent. They join Sharon Morrell (Co-ordinator), Margaret Watson, and Marilyn Wilcoxon.

Good luck to all seven, on what is unquestionably one of the most vital committees in the co-op.



We would like to take this opportunity to wish all staff members who are heading off on vacations happy holidays as well.

Jean Lightfoot reports that work continues on the Member Handbook. A group of artists is busy presently, and proofreading is taking place sooner than expected due to an error by the printer which is his fault and will not cost us anything but time.

Jean says September 1 is a reasonable date to expect the finished product in your hot little hand.



July 21, 78

# Letters

Dear Newsletter People:

Steve Oltuski's letters "to the editor" make some people so mad they want to ban him from the Newsletter.

That's wrong: just because something angers you, it does not give any right to do anything about it-- there's more to life than action-reaction.

Other people find Steve's opinions and tactics politically objectionable: nothing is contributed to the community, instead the intent seems to be to demean and destroy. Politically then, the thing to do is prohibit anti-co-op agitation in the Newsletter.

That makes a little more sense to me--after all, why should the co-op print and distribute propaganda against itself? There are several reasons: freedom of the press is the best one.

But, what of Steve? Can his letters not be withheld as a kindness? He's a young man still: some-day he might abandon the adolescent-arrogant elitism of Wages for Housewives and Struggle Against Work.

When that day comes, will any of his neighbours be able to treat him with the respect a fellow adult merits?

I hope so, but it doesn't seem likely if he continues as he has for the past few years: people don't enjoy insults, and they won't enjoy the company of insulters.

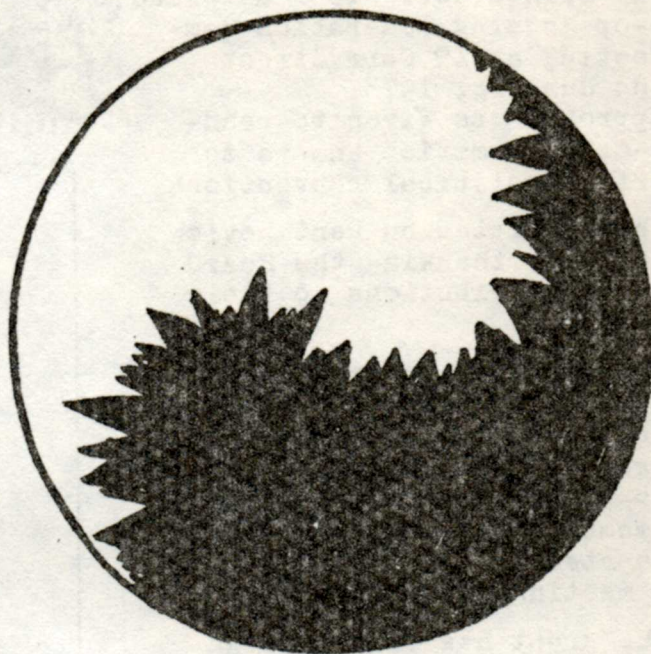
My suggestion is that since it's wrong to deny anyone a "Voice" in the News, Steve's letters should be edited.

Remove the name calling, the distortions, the inaccuracies, and print whatever is left. In this way, Steve can communicate instead of frustrate.

It would also save paper--Steve's June letter, for example, could have read:

"To the Editor,  
Peter Tabuns....is upset."

Hugh Tapping  
22 The Oaks



To Whom It May Concern.

In regards to the continuous conflict between two families (unnamed) in the North Oaks:

Ourselves, we have lived in the Bain Co-op for almost four years, and in that time we have lived in two different courtyards. In that time we have had no problem with any of our neighbours.

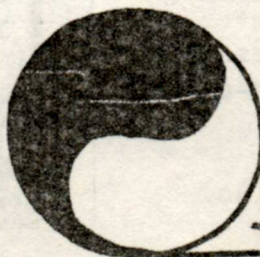
Ourselves, we take the general attitude that everyone's problems are their own!!

When people go to other neighbours, about other peoples' problems, they are going against the Co-op agreement (where everyone should live co-operatively.)

In regards to our representative (Joe), we believe that he should not be degraded for things that are beyond his control. (He is only there as the representative of the North Oaks!)

To help and preserve the NORTH OAKS,

Sincerely Yours,  
Mr.G. Jamieson  
Mrs.G. Jamieson  
20 Oaks



July 21.78

# Federation report



As Bain's delegate I attended the Co-op Housing Federation Members Meeting at 19 Carr Street Court on June 14, 1978.

1. Approval was given to sending Co-op Information Sheets to the various political conventions.

2. The Committee on Rent Review sent a letter thanking the Board for Co-op contributions to their deliberations.

3. Dave Jackson of Innex reported on the April Meeting of the Co-op Housing Foundation in Edmonton.

Changes due are increasing board size to 9, and a clause requiring board members to live in co-ops was inserted.

Next meeting: Winnipeg.

4. The grant has come through from CMHC. Great happiness.

5. A welcome was extended to 4 new member co-ops, whose applications were approved.

6. Co-op Report (breakdown of staff time.) See Office bulletin board for information.

7. Meeting with Oullette. Federation will present principles of Co-operative Housing. Negotiations will continue.

8. City Tenant Management Item. A committee is looking into tenant problems. The City has an extremely large housing stock. There are problems; tenant problems.

This committee will report to the City Council Committee and then to Council. There should be a deputation.

(Proposal includes seminars on self-management to co-op orientation. Costs: grant proposal.)

Our meeting closed with a lively

Our meeting closed with a discussion of co-op leasing and/or ownership, pros and cons.

There are advantages to leasing for 99 years. The lease amount would go up every 5 or 10 years; with a mortgage there is straight payment for 50 years.

Pirkko Wiggins.

Newd

As one of its first official acts, the new Residents' Council elected Susan McNamara President.

Ex-President Judy Haiven, ousted by this decision, is in hospital, recovering.

Elected Vice-President was Angela Edwards. Bruce Woodrow remains Treasurer and Christine Killory remains Secretary.

The Residents' Council meets Tuesday nights in the Office and wishes you'd come and watch.



LAURELS: To outgoing Federation delegate Pirkko Wiggins, who filed her final report this issue.

Pirkko has been replaced by Christine Killory.

LAURELS: To ingoing Dagmar Baur who offered the shelter of her apartment to North Lindens residents and their pot-luck supper fleeing inclement weather.



When the government gives the economy a transfusion, it uses your blood.

(from Sarcee Meadows  
Co-op News.)

# Anne Lindens

Dear Anne:

My neighbours, vegetable gardeners, do not seem to take too kindly to when I water their gardens. I'm only trying to be neighbourly, but I'd hate to do any harm. Please help.

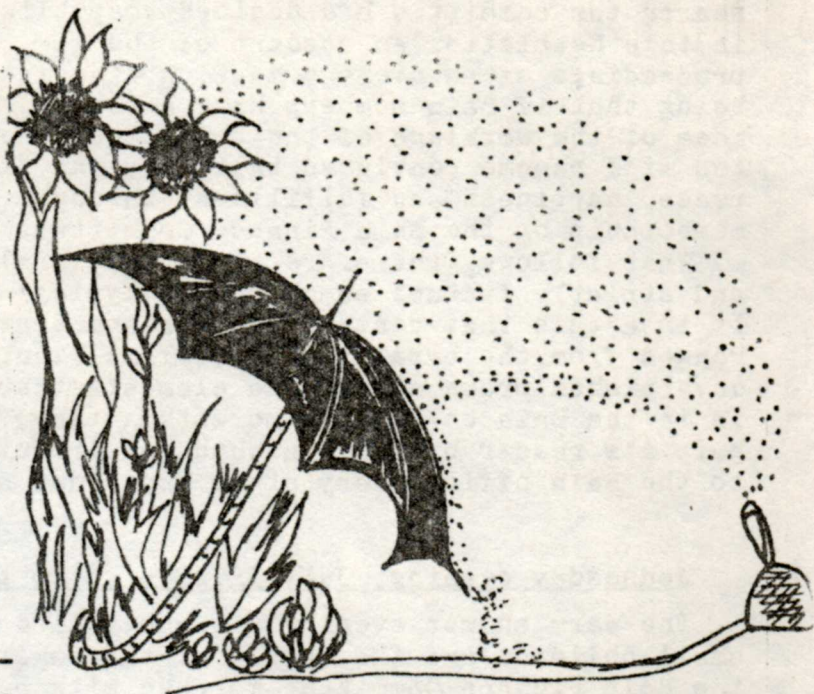
Jose.

Dear Jose:

To begin with, vegetable gardeners are a little bit nuts. In this case, however, your neighbours may well be displeased.

Many plants suffer if watered from above during bright sunlight and beans cannot be harvested if there is any moisture on the plants at all. To do so promotes spread of the bean disease anthracnose from damp plant to damp plant.

(Anne has a green thumb.)



Dear Anne:

My neighbours' ducks bark all the time, day and night. My sleep suffers.

Yours, Down.

Dear Down:

Good news for you. If your neighbours' pets bark, they are not ducks. They are more likely seals, in which case your neighbours will only have them until Christmas. Or Easter.



Dear Anne:

When my wife watches Kojak on TV, I find the racket so unnerving that most of my needle-point takes place between the first and second joint on my thumb. I can tell you, Anne, socks are not the only thing I darn during Monday Night Baseball.

Please give me some sound advice.

On Edge.

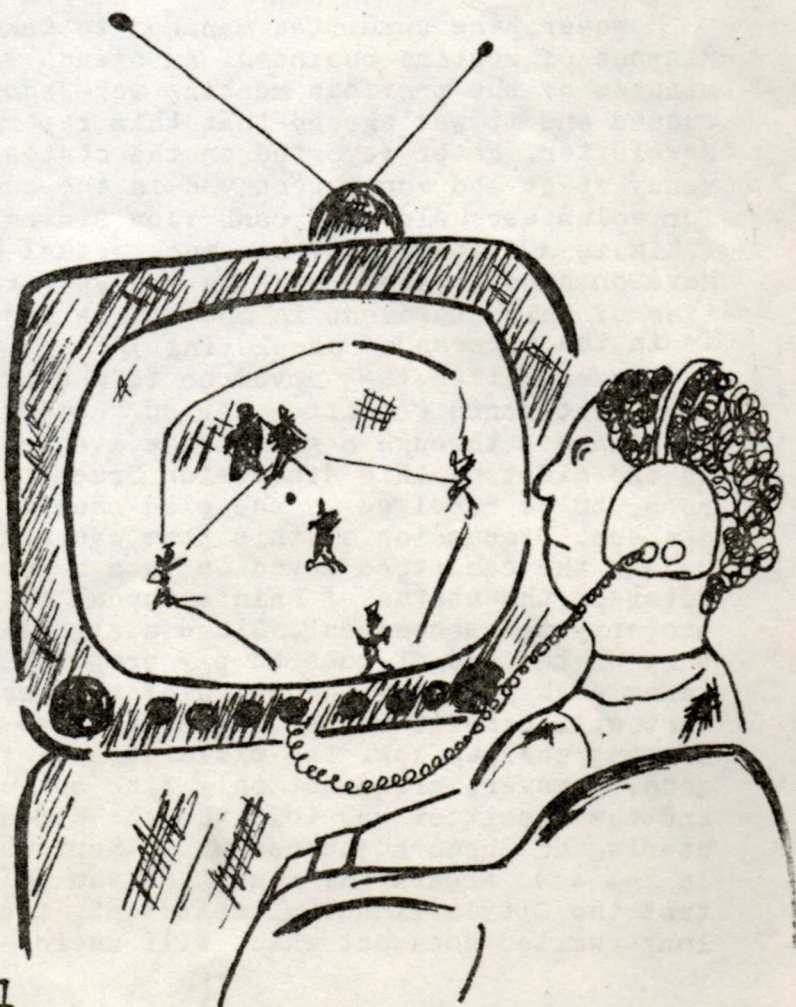
Dear On:

I can sympathize, honey. I used to have a terrible time keeping up with the old correspondence because Lance spent so much time with the Soap Operas blaring away.

When he blamed a flopped souffle on Elwy Yost, that was the last straw. Now anybody who wants to watch television at our house has to watch with the sound OFF.

Now I can answer my mail in peace.

Except on Sundays, when my neighbours watch war movies. Loud.



July 21.78

The Finance Committee, like every other committee in the Bain co-op, is constantly looking for new members. As part of this search the committee had decided to publish in this Newsletter an account of the proceedings of an average meeting;-the idea being that if Bain members have a better idea of the workings of the committee, they too will become convinced that they can find peace, happiness and fulfillment through membership on the Bain Finance Committee.

peace.  
happiness.  
fulfillment,  
(and how to find them.)  
by Doug Macdonald

What follows, therefore, is a completely unbiased and strictly factual summary of a typical meeting of the committee. It is a tale that contains humour and contains tragedy, that ranges from the banal to the sublime, that encompasses within its unvarnished prose all of the elements that go to make life what it is in the Bain co-op. But more than that, it is a tale which will grip its reader by an iron hand and irresistibly draw him or her to the Bain office every other Wednesday at 8:00 pm. See you there.

Wednesday evening, July 12, 1978, 8:00 pm.

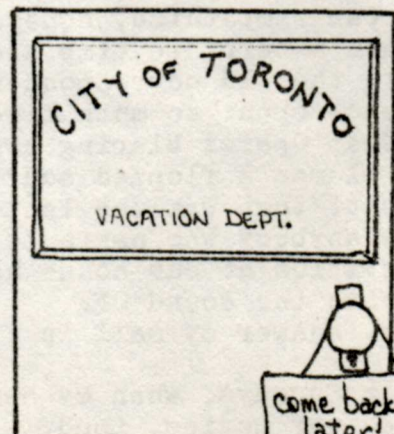
The warm summer evening air was filled with the happy cries of small children and the rattle of the Coke machine as members of the Bain Finance Committee marched with a firm and resolute tread into the Bain office. Crisp salutations ricocheted around the room as sleeves were rolled up, eyeshades adjusted and pencils sharpened. A look of stern confidence was on every face. These were men and women who knew that a job must be done;- and that they were the ones who must do it.

First item - a recording secretary must be chosen. Peter Tabuns glowered from face to face until by his usual beguiling combination of gross flattery and thinly veiled coercion he had succeeded in producing a volunteer. Helga, the doughty chairman, had scarcely called the meeting to order when the telephone shrilled out its urgent message. Horrors! Bruce Woodrow would be 20 minutes late. Spirits sagged. What could be done, how could the committee function without Bruce, its trusted Treasurer- Bruce, who, with the hands of an expert surgeon could cut open the body of the Bain Co-op, there to expose its financial heart, pumping, quivering, and very much alive?



However, the committee managed to take heart and proceeded to dispose of routine business. An agenda was proposed and accepted, minutes of the previous meeting were adopted. Recruiting was discussed and it was agreed that this report would be prepared for the Newsletter. Peter reported on the status of ledger update-entering money spent and money received in the books-and renewed his appeal for volunteer help. The cash flow statement was briefly discussed. (This is a statement of how much actual cash the co-op needs to have on hand at each point in the year to pay bills, etc. Preparation of this statement is one of the major tasks which the committee is in the process of completing.)

The committee then moved on to a discussion of a request from the Maintenance Committee for suggestions of projects which could be financed through a grant made available by the City of Toronto. In the midst of this discussion Bruce strode triumphantly into the room, to be received by the glad cheers and shouts of committee members. Discussion of this item was wrapped up and the committee moved on to a report by Peter on the status of Bain's appeal of its property tax assessment. Since a significant part of the budget goes to pay property taxes each year any reduction of the assessment will benefit members by helping to keep housing charges low. The mill rates of the gods, however, grind not only fine but slow and the committee was told the the appeal hearing had been adjourned until September. In the same breath the committee was told that the City's financial statement, that long-awaited document which will decide





July 21.78

how much we pay the City to finalize ownership negotiations, was being further delayed because relevant City officials were on vacation. This was greeted by the sardonic chuckles and moans which are elicited whenever the subject of the financial statement is raised.

The meeting ended with a discussion of one of the committee's primary responsibilities, providing financial information to the membership, via Residents' Council. This is not being done properly at present, which leaves Residents' Council in the position of having to make financial decisions without knowing how much money has been spent to date in each of the budget accounts. Bruce promised dutifully to complete his work on the Management Report Form, the document which will allow this information to be compiled, and to present it to the next meeting of the committee.

On that optimistic note the meeting adjourned at exactly 9:35 pm. As members filed gravely and quietly out of the room it was obvious that all were reflecting on the fact that once again the Bain Finance Committee had faced trial and adversity, but with resolution, pluck and courage had won through in the end.

Copies of the minutes of the Finance Committee and all other committee meetings are available in the office. Membership on any committee is open to anyone; simply note the date of the meeting on the back of the Newsletter, phone the chairman to find out the time and the place, and then arrive. You'll be greeted with open arms.

(NOTE: membership on the Membership Committee, members of which are elected by the general membership, follows a slightly different procedure, but your reception by the members of the Membership committee will be definitely something to be remembered.)



## BIRDS of the CO-OP: Purple Martin

The largest of swallows, the Purple Martin (about the size of a bluebird) is Nature's insect control.

Martins eat flies, mosquitos, wasps, even dragonflies, while hunting on the wing, and some martins even come to the ground to eat ants. Their voracious appetite for insects has not gone unnoticed by Man, however, and the Choctaw and Chickasaw tribes attracted purple martins to their villages by hanging up hollowed out gourds and calabashes for the birds to nest. In modern times many towns build martin houses to attract the colonies of martins.

Sexes differ in appearance: males are blue-black both above and below, while females have grey on their forehead and underpants. The birds breed in colonies, man-made, or in woodpecker holes or in cliffs.

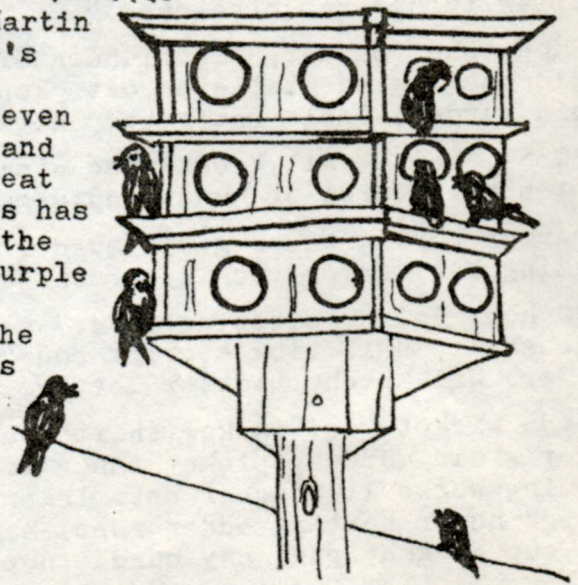
The males are the first to arrive, so that they can fight for choice nesting locations. The females come later. Nest building takes a month or longer. Both sexes bring piles of grass, leaves, crawfish claws and rags, to aid in the construction.

Females lay four or five white eggs which are incubated for two weeks. Both parents help feeding the young. (Parents have been observed to bring in insects every thirty seconds during daylight hours.)

Purple martins cope with lots of danger; cold spring rains can clear the landscape of insects, starving whole colonies. Excessive heat can kill the nestlings. What is more, sparrows and starlings take over nesting sites.

During August or September, when the young are on the wing, martins abandon their houses and form into large flocks of 40 or 50 thousand birds for their migration. They take their time getting to South America, where they spend the winter.

Smaller and lower flying than nighthawks, martins chatter together incessantly as they wheel through the clouds of insects that populate the Bain sky in early evening





Thanks to Jamie Hanson and Greg Herrington for painting the exterior of the laundromat. And thanks to all residents who have improved the areas in front of their homes. The co-op looks better than it has ever looked, despite the drought.

Sorry



Our apologies to Jeff Braunstein and Maja Ardal, who notified us in time that they were playing a benefit for Fleck strikers. Unfortunately, with the machinery in uproar here, we didn't hit the streets until after the benefit (a success) had already taken place.

A bit of snooping reveals that Jeff will shortly off to Winnipeg, there to play The Sunshine Boys, while Maja will stay in Toronto, opening in September at Theatre Plus, in Dusa, Fish, Stas, and Vi. Maja is very excited about this play and her role in it. It will be a North American Premiere.



### LADLE RAT ROTTEN HUT

Wants pawn term, dare worsted ladle gull hoe lift wetter murder inner ladle cordage honor itch offer lodge dock flourish. Disc ladle gull orphan worry ladle cluck wetter putty ladle rat hut, end fur disc raisin pimple cauldre ladle rat rotten hut. Wan moaning rat rotten hut's murder colder inset: "Ladle rat rotten hut, heresy ladle basking winsome burden barter and shirker cockles. Tick disc ladle basking tudor cordage offer groin murder hoe lifts honor udder site offer florist. Shaker lake, dun stopper laundry wrote, end yonder nor sorghum stenches dun stopper torque wet strainers."

"Hoe-cake, murder," resplendent ladle rat rotten hut, end tickle ladle basking an stuttered oft. Honor wrote tudor cordage offer groin murder, ladle rat rotten hut mitten anomalous woof.

"Wail, wail, wail," set disc wicket woof, "evanescent ladle rat rotten hut! Wares or putty ladle gull goring wizard ladle basking?"

"Armor goring tumor groin murder's" reprisal ladle gull. "Grammars seeking bet. Armor ticking arson burden barter end shirker cockles."

"O hoe! Heifer blessing woke," setter wicket woof, butter taught tomb shelf, "Oil tickle shirt court tudor cordage offer groin murder. Oil ketchup wetter letter, an den--O bore!"

Soda wicket woof tucker shirt court, end whinney retched a cordage offer groin murder, picket inner widow an sore debtor pore oil worming worse lion inner bet. Inner flesh disc abdominal woof lipped honor betting adder rope. Zany pool dawn a groin murder's nut cup an gnat gun, any curdle dope inner bet.

Inner ladle wile ladle rat rotten hut a raft attar cordage an ranker dough bell. "Comb ink, sweat hard," setter wicket woof, disgracing is verse. Ladle rat rotten hut entity bet rum end stud buyer groin murder's bet. "Oh grammar," crater ladle gull, "Wart bag icer gut!" "Buttered lucky chew whiff, doling," whiskered disc ratchet woof, wetter wicket small. "Oh, grammar, water bag noise! A nervous suture anomalous prognosis!" "Buttered small your whiff," inserter woof, ants mouse worse waddling. "Oh grammar, water bag mousey gut! A nervous sore suture bag mouse!"

Daze worry on forger nut gull's lest warts. Oil offer sodden throne offer carvers and sprinkling otter bet, disc curl and bloat Thursday woof ceased pore ladle rat rotten hut an garbled erupt.

Mural: Yonder nor sorghum stenches shut ladle gulls stopper torque wet strainers.

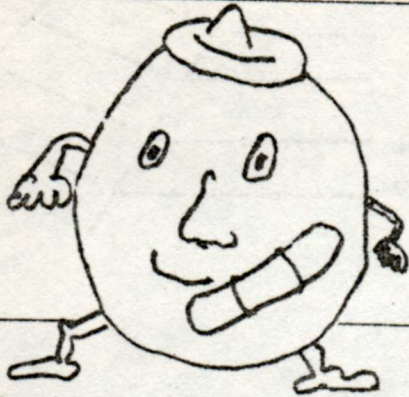
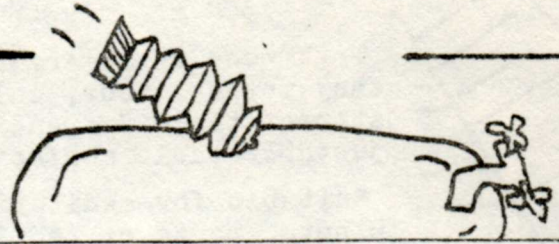
(From CoEvolution Quarterly...submitted by Christopher Hurst.)

July 21.78

HELPFUL HINTS

(From the KEEGANO GAZETTE, Keegano Co-op, Edmonton Alberta.)

Get the very last drop of toothpaste out of the tube by soaking the empty tube in hot water for a few minutes.



When using fresh lemon juice, instead of cutting the lemon, pierce it with a metal skewer or knitting needle. By doing this you can squeeze out as much as you need and seal the hole with tape for later use.

Don't throw away leftover cold coffee. You can use it as flavouring when making gingerbread and spiced fruitcakes.



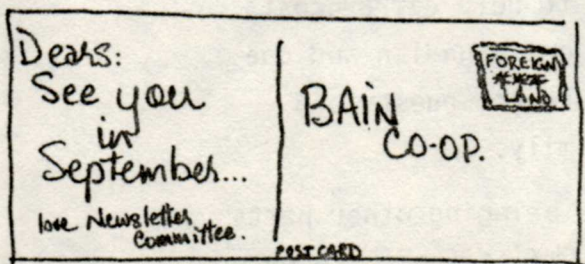
A compact activity bag kept out of sight under the car seat comes in handy when children get bored while riding or visiting. Fill it with various items suitable to your child's interests...adults and children will benefit.

Club soda, even when it has gone flat and lost its bubbles, is an excellent standby cleaner for getting out grease and wine spots from clothing, and cleaning greasy countertops and vinyl tablecloths.



Do you know that the ammonia wastes from fish are a good source of nitrogen? If you have an aquarium, use the old water each week on your plants, especially the leafy ones.

Bananas stored in a brown paper bag placed in the refrigerator will keep much longer.



The best helpful hint of all comes from the Newsletter Committee at Keegano, who informed their readership that the Committee was taking a holiday, and that the Newsletter would not publish during the months of July and August. Christmas in Jamaica. I can see it now.

July 21 78

### PYRAMID POWER

Experience it for yourself!

30" x 30" x 48" plexi-glass table.

Teak wood table frame disassembles for easy moving; four, coloured panels to attract the different healing rays; adjustable table surface removable.

Suitable for meditation, healing sick plants, parts or people; discover your own uses of the ancient energies of Pyramid Power.

Original price: \$145  
a steal at \$75, asking price.

Hoyt Cory 30 Aberdeens 465-1947



Jeunesse Canada Monde  
Canada World Youth

627, Davenport Road  
Toronto, Ontario  
Canada M5R 1L2  
(416) 922-0776  
Telex: 062-3171

Are you interested in learning about Guatemala this year?  
Would you like to know more about life in another community in Canada?  
By opening your home to participants of the Canada World Youth programme you can expand your world without leaving home.

CWY is a private organization, funded by the Canadian International Development Agency, that sponsors a cultural and educational exchange programme between young Canadians and young people of developing nations.

This year a group of Guatemalans and Canadians will be based in Toronto to study cooperatives and to learn about Canada and Canadians. The participants will be doing volunteer work 4 days a week in food coops and credit unions, while also studying about other types of cooperatives in Ontario. The projects will last 10 weeks from Sept. 24 to Nov. 30. The 5th day of each week will be a study and seminar day.

We are looking for families with which to billet the participants. We feel that being billeted with families is the best way for the participants to really get to know Canadian lifestyles and customs. It also gives the participants a sense of belonging in a new situation.

CWY pays families \$30 per week per participant to help defray costs. We prefer to billet the participants in pairs, one Canadian and one Guatemalan. Participants understand that they are not guests and are to help with chores as any member of the family.

If you wish to have a fascinating experience by bringing other parts of the world into your home please contact the CWY office in Toronto at 922-0776 and speak to David Gray or anyone else in the office.

## GRIEVANCE POLICY

For some time now work has been proceeding on the establishment of a policy to be followed in cases of disputes between co-op members. A draft policy was considered and rejected by the General Membership in 1977. The Membership then instructed Resident's Council to prepare a new policy, which would not require Membership approval, and to publish that policy in the Bain Newsletter. What follows is the policy drafted by a committee consisting of Diane Hayward, Carolyn Logan and Barry Stevens which was approved by the Resident's Council at its meeting of July 4, 1978.

Elections for the new Grievance Committee will be held at the General Meeting of August 8. Nomination forms can be obtained in the office.

### Preamble

As a co-operative community it is our goal to live together as harmoniously as possible. When conflicts arise between members we should work them through to a resolution instead of allowing bad feelings to simmer or grow.

Therefore, while this policy outlines the process whereby a Member may have his or her occupancy rights terminated for a breach of the rules, it is more intended to be a means for resolving the differences that arise between people living in the community.

This policy is not intended to deal with complaints against staff in their role of staff. Complaints against maintenance staff should be taken to the Property Manager. Complaints against managerial staff should be taken to the Resident's Council. If the managers witness a breach of the rules they may take what action they feel is appropriate including, in extreme cases, sending a notice to the Member in question to appear before Resident's Council. Complaints by one Member against another which are made to staff shall be referred by staff to the Grievance Committee.

The policy is not designed to deal with breaches in the laws of the nation, province and city. It is designed to deal with breaches in Co-op rules only. The Co-op rules are contained in our By-laws, especially in the Rules and Regulations and the Occupancy Agreement. These rules range from the very specific to the very general. An example of the latter from paragraph 17 of the Occupancy Agreement: "The Member shall not permit or suffer anything to be done or kept in the Unit... which shall obstruct or interfere with the rights of other Members... The Member will not behave in any fashion which will unreasonably interfere with the peace of such other members or occupants..."

While only a clear breach of the rules may be cause for a formal grievance, a Member may request a Committee member's help in resolving a dispute that does not involve a clear breach. For instance, if there is a stalemate between a Member in a downstairs unit who works at night, sleeping in the day, and his upstairs neighbour who has a five year old with abundant energy, the Committee may work with them to achieve a compromise. No actual rule may be broken but it is a very real conflict of needs between two Members.

It is hoped and expected that only a small number of the problems dealt with by the Committee will reach the formal grievance stage and that the Committee will have as its primary goal the resolution of conflicts.

The policy is in two parts. Part 1 contains the procedure for handling a grievance. Part 11 deals with the structure and function of the Grievance Committee.

#### Part 1

1. When one or more Members have a grievance against another Member, whether over a breach of the rules that affects just him or herself, or themselves, or a breach that affects the community more generally, s/he (they) shall take it to that Member, discuss the problem and try to resolve it amicably and satisfactorily.

If the Member(s) is afraid to do this for some good reason, s/he (they) may request a Committee member to accompany him or her (them).

2. If Step 1 fails to bring a resolution to the problem, or if the breach is repeated, the aggrieved Member(s) may submit a grievance in writing to the committee. It will state the precise nature of the breach, the date and outcome of the aggrieved Member(s)' attempt to resolve the problem face to face with the Member in question, and will be signed by the aggrieved Member(s).

3. The Committee then arranges for the aggrieved Member(s) and the Member in question to meet with the Committee. The meeting is arranged for a convenient time and place for both (all), in a place other than the home(s) of either if possible.

If, without good reason, the aggrieved Member(s) fails to come to the meeting the case is dropped. If the Member in question fails to come another meeting is arranged. If the Member in question fails to appear a second time the Committee may issue a Notice to Appear before Council and recommend a motion to terminate his or her occupancy rights.

4. Either the aggrieved Member(s) or the Member in question may produce witnesses and may have counsel or other representation. The Committee may call witnesses at its discretion.

5. The Committee shall, after hearing all sides of the issue, and after meeting in private or not, as it wishes, make a decision as to whether a breach of the rules has been committed or not. If so, it shall decide on a remedy for the breach (most commonly an agreement from the Member in question not to do it again). The Committee may at its discretion request an arbiter, acceptable to both parties, to ensure that the problem is resolved. If the Committee decides that no breach of the rules has been made, then it shall attempt some resolution of the personal conflict involved.

6. If, in the case of a breach of the rules and the appointment of an arbiter, the arbiter reports that the breach continues or is repeated, the Committee may call another meeting to deal with the breach with the arbiter and the Member in question, or may issue to the Member in question a Notice to Appear before Council, and if so, recommend a motion to terminate the occupancy rights of the Member in question.

If, in the case of a breach of the rules but without the appointment of the arbiter, a further grievance is submitted, the Committee shall call another meeting, with the aggrieved Member(s) and the Member in question present, and if at this meeting the Committee decides a breach has been committed, it may issue to the Member in question a Notice to Appear before Council and if so, will recommend a motion to terminate the occupancy rights of that Member.

7. The aggrieved Member(s) may appeal a decision of the Committee to the Resident's Council and if still dissatisfied to the General Meeting.

8. If a Member observes another Member committing a breach of the rules that endangers the safety of the Members or the property of the Co-op in a clear and immediate way the Member may report directly to the Property Manager or outside authority as appropriate.

## Part 11

1. Five people shall sit on the Committee.

2. The Committee shall be elected by the General Membership. The term of office shall be one year.

3. At the first meeting of the Committee its members shall elect a chairperson and a secretary.

4. A quorum shall consist of three members of the Committee. As long as there is a quorum in office the Committee may appoint Members to fill vacancies, such replacements to be voted on at the next General Meeting.

5. Any or all members of the Committee may be recalled by





July, 21 78

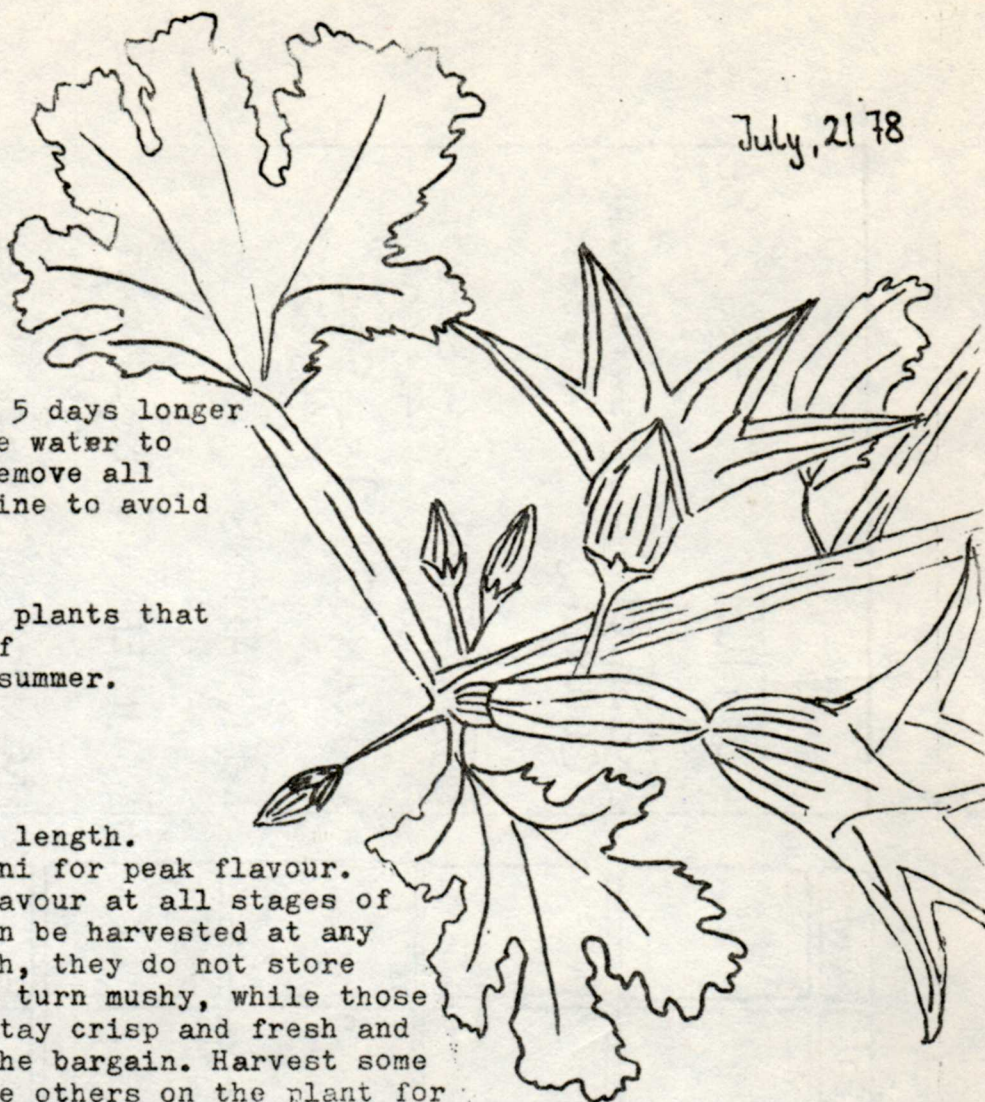
Garden Tips

Cut carnations last 4 or 5 days longer if bleach is added to the water to crystallize the stems. Remove all leaves below the water line to avoid foul odors.

Zucchini types are bushy plants that yield tremendous crops if picked continuously all summer. Production is

considerably reduced if the fruit is left to mature on the vine to the full 18" length.

Pick and eat 4-8" zucchini for peak flavour. Peppers have the same flavour at all stages of their growth, so they can be harvested at any time. Once picked, though, they do not store too well, and are apt to turn mushy, while those left on the plant will stay crisp and fresh and turn a dazzling red in the bargain. Harvest some while young and leave the others on the plant for later picking.



BREAD AND ROSES

CREDIT UNION

LIMITED

A financial co-operative of people working for social change.



736 Bathurst Street  
TORONTO M5S 2R4  
Telephone 531-6100

Open for members' business between 6 and 7:30 on Wednesday Evenings.

Deposits by cheque may be sent through the mail. or withdrawals, one working Day's notice, by telephone is requested.

Incorporated on Feb. 7 '78

BREAD AND ROSES IS:

- a co-operative of people saving their money together and lending it to one another for socially useful purposes.
- open to members of Toronto based organizations working for social change and to relatives of those members.
- owned and operated by its members who control its affairs through a policy of one member, one vote.
- a member of the Ontario Share and Deposit Insurance Corporation which insures deposits up to an aggregate of \$20,000 per member.
- a member of the Ontario Credit Union League and part of the world-wide credit union movement.

Monday	Tuesday	Wednesday	Thursday	Friday	Sat	Sunday
24. July • maintenance	25. • residents' Council	26. • finance	27. • Food Co-op	28.	29.	30.
31. • maintenance	1. AUGUST • residents' Council	2. • renovations	3. • Food Co-op	4.	5.	6.
7. Civic Holiday.	8. GENERAL MEETING AUGUST	9. • finance	10. • Food Co-op	11.	12.	13.
14. • maintenance	15. • residents' Council	16. • renovations	17. • Food Co-op	18.	19.	20.
21. • maintenance	22. • residents' Council	23. • finance	24. • Food Co-op	25.	26.	27.
28. • maintenance	29. • residents' Council	30. • renovations	31. • Food Co-op	1. SEPTEMBER	2.	3.

Δ OFFICE 466.2186  
 Δ RESIDENTS' COUNCIL · SUSAN McNAMARA 465.3955  
 Δ EDUCATION · CATHY BEECRAFT 465.9041  
 Δ FINANCE · HELGA STEYER 465.6252  
 Δ RENOVATIONS  
 Δ MAINTENANCE · BRUCE HARDING 465.4064  
 Δ MEMBERSHIP · SHARON MORRELL 469.3744  
 Δ FOOD CO-OP · GENYA HAYRACHYNSKY 465.9942  
 Δ NEWSLETTER · BEN McNALLY 465.2615  
 ☺ have a nice summer ☺