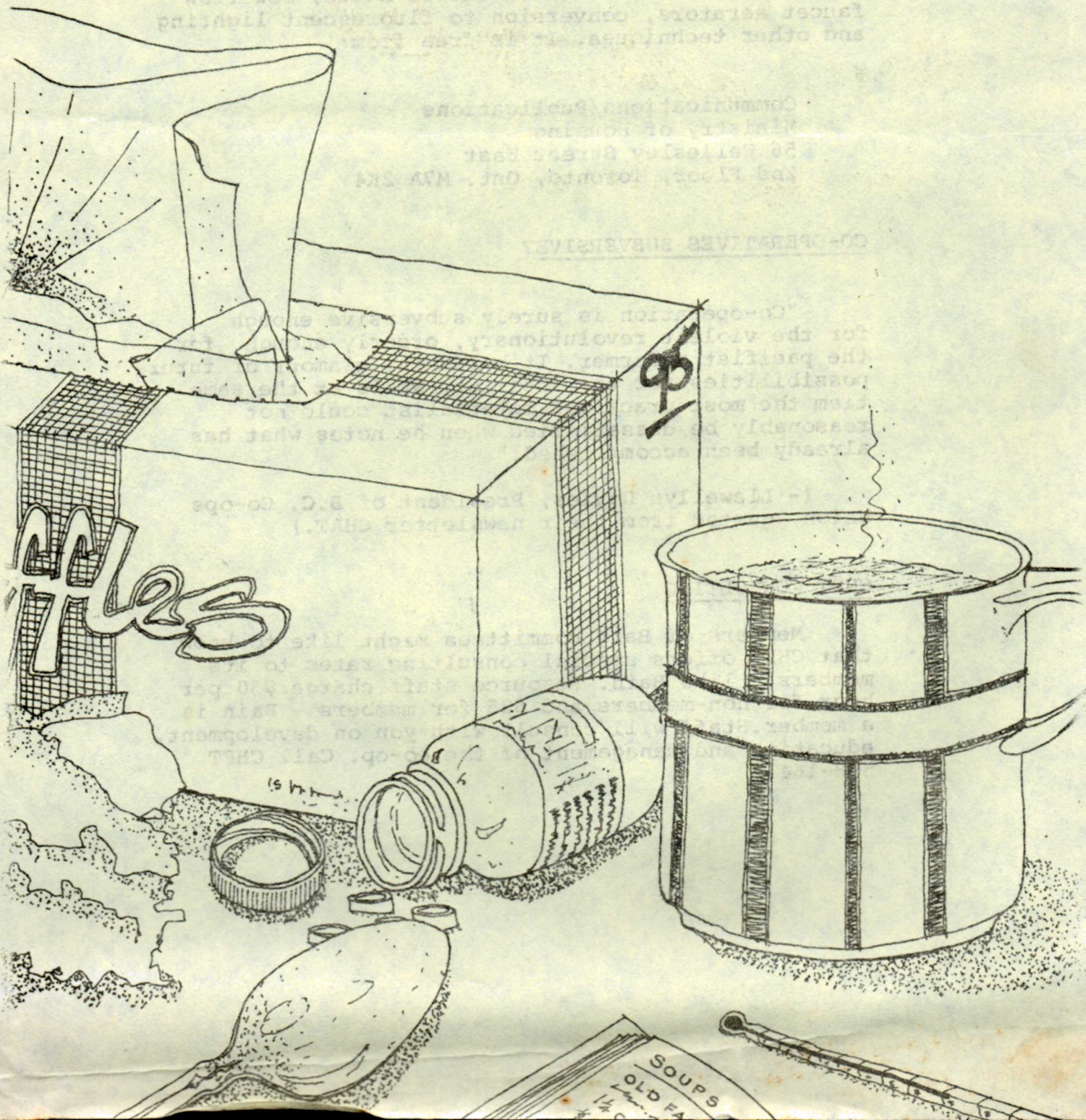


BAIN CO-OP NEWSLETTER

FEBRUARY/81



COCKROACH CONTROL

There are many hazards to pets and people from spraying (liquid) pesticides. One alternative is Fossil Flower. It is a very good and natural pesticide with no side effects (except death to the little critters). It is not dangerous to pregnant women, children or pets. Obtain it from:

Fossil Flower Natural Bug Control Inc.
463 Woodbine Avenue
Toronto, Ontario M4E 2H5
691-6029

HOUSING ONTARIO

This a regular publication of the Ontario Ministry of Housing. It occasionally highlights a co-op project receiving assistance from the Ministry. It also contains useful information on energy conservation - cutting energy costs through attic insulation, low-flow shower heads, low-flow faucet aerators, conversion to fluorescent lighting and other techniques. It is free from:

Communications/Publications
Ministry of Housing
56 Wellesley Street East
2nd Floor, Toronto, Ont. M7A 2K4

CO-OPERATIVES SUBVERSIVE?

"Co-operation is surely subversive enough for the violent revolutionary, orderly enough for the pacifist reformer. It holds the glamour of future possibilities for the idealist, while at the same time the most practical materialist could not reasonably be dissatisfied when he notes what has already been accomplished."

(- Llewellyn Davies, President of B.C. Co-ops Union, quoted from their newsletter CHAT.)

CHFT CONSULTING

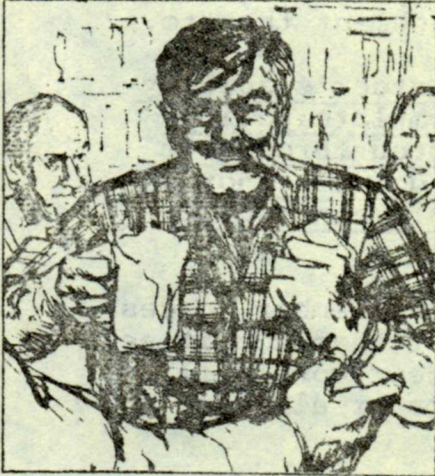
Members of Bain committees might like to know that CHFT offers special consulting rates to its members - like Bain. Resource staff charge \$30 per hour for non-members and \$25 for members - Bain is a member. Staff will consult with you on development, education and management of the co-op. Call CHFT 598-1641.

GRIEVANCE COMMITTEE REPORTS:

Some members with grievances against their neighbours don't seem to know what to do with them.

Here are some guidelines:

1. Try talking to you neighbour first. Ninety-nine times out of a hundred, you can sort it out yourselves.



However, if talking does not work or if you are afraid to approach your neighbour, then contact the Grievance Committee.

2. There is a box in the office for written grievances. Please put your grievance in writing in a sealed envelope and put the envelope in the box. Don't bother the staff as they have many other things to do.

The Grievance Committee is the proper place to lodge your complaints.

3. We will set up a meeting with both parties to try to reach an amicable solution. If that can't be done, and your neighbour has broken co-op rules, we'll tell your neighbour to stop, or face the consequences.

The Committee members keep all information confidential.

4. **PLEASE:** Grievances should involve real problems and possibly or probably breaches of co-op rules.

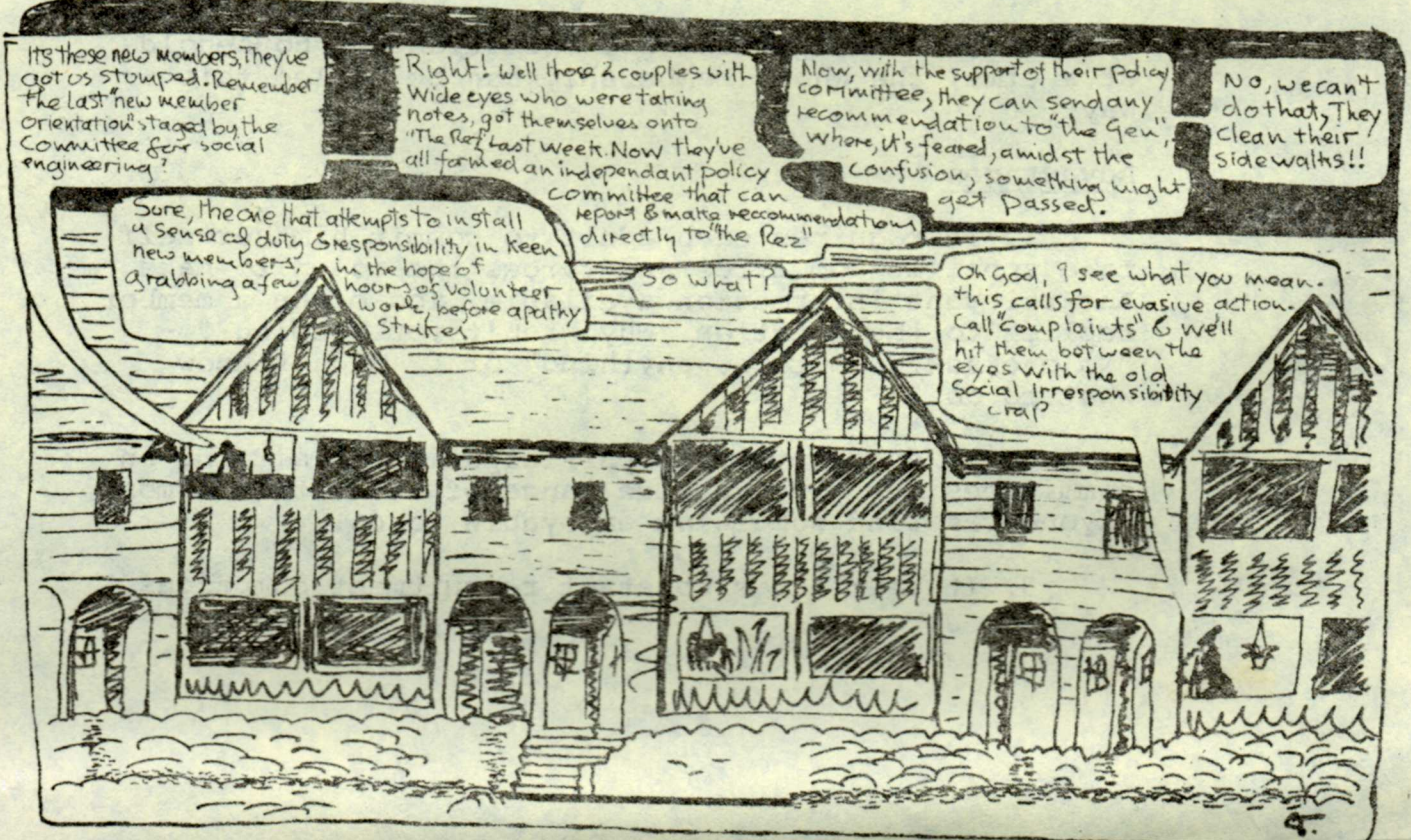
Don't complain about the colour of your neighbour's socks. We may not like them either, but they concern neither of us.

5. Should you submit a grievance please be sure that you are present on the allotted time, or give reasonable notice. Failure to do this will void your grievance.

A copy of the Grievance Procedure is available at the office.

Grapevine

simon Finley.



ORGANIZING MEMBER PARTICIPATION

By Mark Goldblatt
Federation Findings
May 1980
Edited version

Housing co-ops chronically face the problem of the few carrying out the tasks for the many. This can be handled by education, organization and enforcement. A simple method of doing this, is suggested here.

All volunteer co-op work can be placed into two categories - committee work and attachment thereto.

Committee work demands the volunteer's ability to plan and organize, as well as formulate policy. These skills are not widely distributed throughout society. As a result, many co-ops do not enjoy being on committees because they can't contribute effectively.

Attachment to a committee means a member agrees to periodically assist in the work of that committee including clerical help. Some volunteer work will suit the temperament, skills and time of almost all members.

When the membership committee accepts a new household, each adult is offered the option of sitting on a committee or being attached to one. To facilitate this, a list of all committees with a brief description of their function and tasks required is needed.

Prior to moving-in the new member should fill-in a form indicating which committee they wish to participate in or assist. This information, with the member's name, address and phone number can be transferred to duplicate cards for desk-top filing boxes. One copy goes to the committee concerned and the other to the alphabetical file box, in the office. If someone changes committees or is involved in more than one, the cards can be noted accordingly.

Rather than gathering information one household at a time, the whole membership can be polled this way.

Advantages

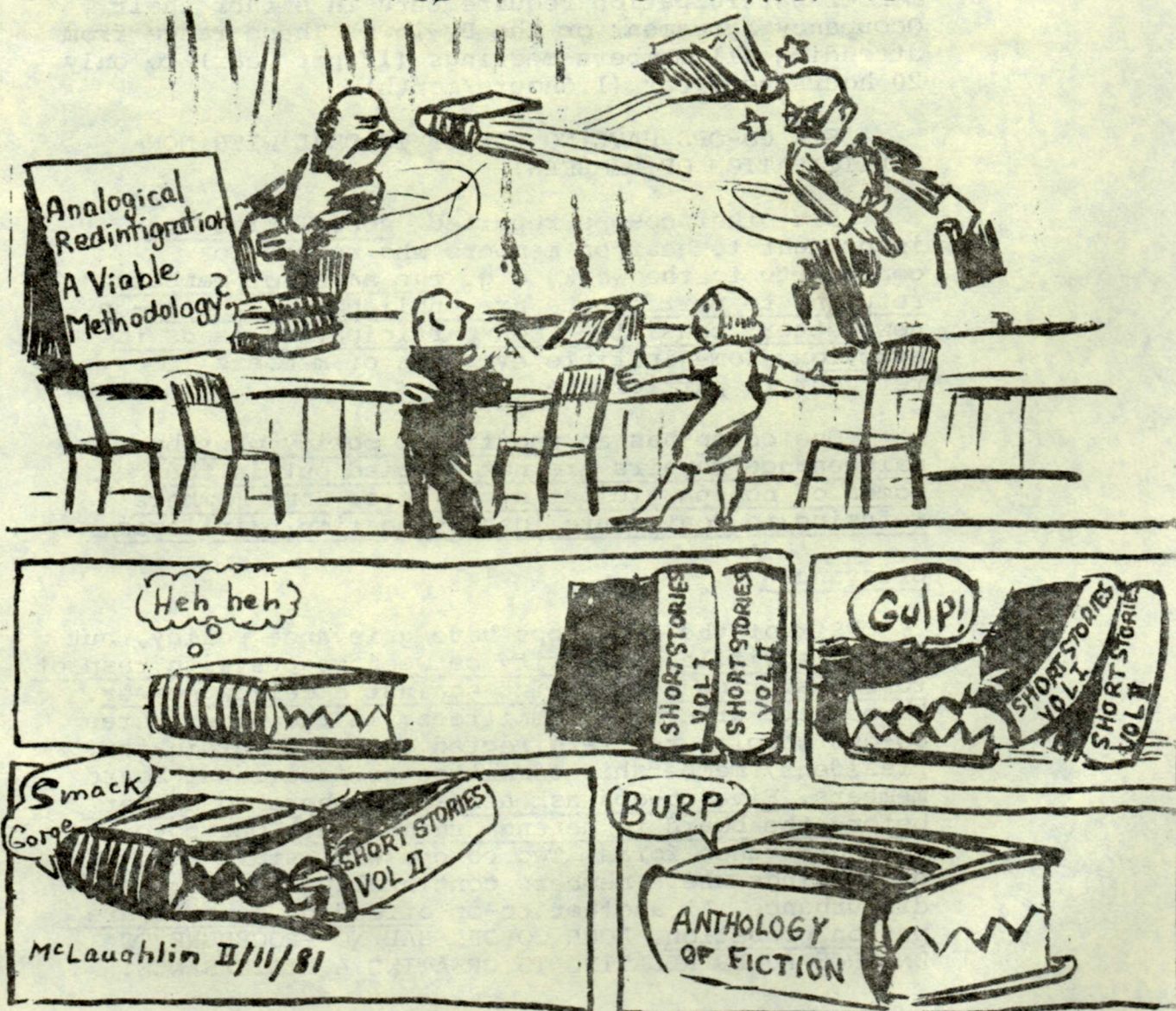
1. It requires each adult to commit him/her self to a specific committee and forces the co-op to make the relevant information available. Too often a member replies to the question "Why aren't you helping?" - "No one asked me to do anything" or "I didn't know what to do."
2. It does not limit participation to sitting on committees but gives a wide range of activities almost anyone can find something enjoyable to do.
3. It eliminates constant recruitment campaigns.

4. It permits monitoring participation in an orderly way. Use the office alphabetical file, check with the relevant committee chairperson etc. An annual review is also possible with all committees reviewing their volunteer input and registering information in the central file.

TO AVOID OPPRESSION, ANY SYSTEM OF MEMBER PARTICIPATION NEEDS TO BE FLEXIBLE. This is best introduced at committee level, face to face. If someone does alot of work for a while and then little or nothing for a period, this should be acceptable. The goal is to make participating, a positive part of each member's experience in the co-op.

DO NO SET UNREALISTIC TARGETS FOR MEMBER PARTICIPATION. This system is imperfect but can still be of great benefit. Increasing member participation has an enormous positive impact. This system can help you involve members without the constant frustration of beating the drum.

IT WAS A PERFECTLY CIVILIZED ACADEMIC DEBATE UNTIL THEY STARTED QUOTING AUTHORITIES



HOW DOES BAIN COMPARE?

Summary of CHFT Survey:

Arrears, Participation, Grievances, Evictions

The Co-operative Housing Federation of Toronto conducted a survey of management practices amongst its member co-ops in summer 1979. This is a summary of results you may be interested in.

Arrears

Eight co-ops out of the original 17 surveyed do not hesitate to evict a member in arrears. Three others impose fines for late payment of housing charges. (\$5.00 for cheques received late, and \$10.00 for each NSF cheque.) Another co-op fines 2% of the housing charge for late payment and asks habitual late-payers for post-dated cheques.

At one co-op, an arrears committee investigates late payments. At another the finance committee investigates and recommends action to the board of directors.

THREE CO-OPS HAVE NO ARREARS POLICY.

Participation

Ten of the 17 co-ops surveyed have minimum member participation requirements in either their Occupancy Agreement or the By-laws. These range from attending all members meetings (12 ~~per~~ year) to only 20 hours per year (1.6 hours/month).

SIX CO-OPS HAVE NO POLICY TO DEAL WITH NON-PARTICIPATION OF MEMBERS.

Six other co-ops reported social pressure is brought to bear on members who refuse to contribute to the work, e.g. the names of members refusing to participate are published in the co-op newsletter; consistent non-participation leads to eviction. Some initiate eviction of members reticent to participate.

One co-op has an unofficial policy whereby maintenance repairs are not carried out in the homes of non-participating members. Some members refusing to contribute lose relocation privileges.

Grievances

Six of the 17 co-ops have grievance policy, but there is little similarity between co-ops with respect to registering a complaint against a fellow member. Three have grievance committees. In the other three co-ops complaints are directed to the co-ordinator, president, membership committee or individual board members. Five co-ops ask accused members to appear before the board to defend themselves. One co-ops uses grievance forms. Two co-ops will start eviction proceedings where members continually create a disturbance. At another co-op offending members are put on probation. FOUR CO-OPS HAD NO PROCEDURE TO ENFORCE RULES RELATING TO CREATING A DISTURBANCE.

Evictions

In February 1979, a judge upheld a co-op's right to evict a member under Part I, II, and III of the Landlord Tenant Act. Since then, co-ops are now taking advantage of their right to evict members who fail to comply with the terms of their Occupancy Agreement and By-Laws.

Fourteen of the 17 housing co-ops surveyed have successfully evicted a member, eleven of these cases having resulted from non-payment of housing charges.

Two co-ops have evicted a member for "unco-operative behaviour" and "creating a disturbance."

In six of seven eviction cases contested in court, the judge upheld the co-op's decision to evict.

If eviction is successfully enforced, it is because the co-op By-laws are in order - e.g. grounds for eviction and minimum participation requirements should be clearly spelled out.

See the CHFT's Model Occupancy By-law and Agreement \$40 or \$20 to non-profits and co-ops. CHFT members pay only \$10. Send 10% for postage and handling.

Original article by FEDERATION FINDINGS, June 1980. Co-ops that participated in the survey - Alexandra Park, Ashworth Square, Bain, Campus, DACHI, Dufferin Grove, Grace MacInnis, Innex, Innstead, Main Gerrard, Neill Wycik, Primrose, Riverdale, Spruce Court, Thurlstone, and Wood Tree.

General Meetings

There is considerable variance in the frequency and turnout at general meetings of housing co-ops in Toronto. Proximity of the meeting does not appear to effect attendance. One co-op with the lowest average turn-out holds meetings in a common-room in the co-op. Two co-ops with an average attendance of more than 60%, conduct meetings in a community hall or church.

It also appears that frequency of general meetings is not consistently a factor in attendance. Six co-ops with quarterly or bi-monthly meetings reported at least 33% turn-out. Co-ops with attendance greater than 60% are included in this group.

MORE THAN ANYTHINGELSE, SIZE OF THE CO-OP INFLUENCES THE TURNOUT AT MEMBERS' MEETINGS. WITHOUT MAJOR EXCEPTION, LARGE CO-OPS HAVE ATTENDANCE OF LESS THAN 30% and SMALL CO-OPS GREATER THAN 30%. THE OVERALL AVERAGE FOR ALL THE CO-OPS IS 25% ATTENDANCE AT GENERAL MEETINGS.

AFFIRMATIVE ACTION

This is a story about something which happened a long time ago in a place far, far away. The people in this far away land were very unhappy. The land was rich and the people had food to eat and clothes to wear but, being people, they had divided themselves into groups and these groups did cruel and wicked things to one another.

Now the people of this land had principles going back into the mists of time which forbade the doing of these things. What is more, they had laws, based upon those principles which also forbade the doing of those things. But not everybody obeyed those principles and laws and no amount of talking and discussion could get them to change.

And so the people became impatient and they said these laws are no good and what we must do is separate law from principle. We shall pass laws which run contrary to our principles but we shall do it to accomplish good things and so it will be justified.

And they did this and they used law as tool to achieve good ends without regard to the principles which they had destroyed in the process. And after they did this some people were happier and some people were unhappier but still they did not find that perfect happiness for all which was what they sought.

And then one day the devil came to this land and he came not with cloven hoof and breath of fire but with the magnetic energy of the demagogue. And the devil-demagogue said to the people, "I can make you happy. All of your grief comes from the money-lenders among you. And now that you have made the wise and just decision to throw away your principles and to rely only on law we can use the law to punish and chastize the money-lenders. And then you shall be happy."

And the people came to him and they listened and they used the law as he said to drive the money-lenders from the land. But still they were not happy. And so the devil-demagogue said to them, "You must change the law even more and you can do that because there is no principle to stop you."

And so they did and they used and they bent and they fractured the law until one day the devil-demagogue had gathered all of the power and all of the law into his own hands. And he used the law to torture and hurt all of the people.

And the people cried and wept and rent their clothing and rued the day they had ripped law loose from its foundation in principle.

Doug Macdonald

Family Benefits Work Group

33 Charles Street East, Toronto, Ontario M4Y 1R9 - Telephone (416) 924-4646

** IS PROUD TO ANNOUNCE ITS **

FIRST ANNUAL MEETING

SONGS

SKITS

REFRESHMENTS

DATE: SAT. FEB. 28/81

TIME: 1 - 5 P.M.

PLACE: 519 CHURCH ST.

(near Wellesley & Church)

* **Child & Infant Care** on premises..

to arrange, call **Barbara Sands** 534-4947(a.m.)
363-4404 (w)

* Memberships available at the door -- \$1.

FOR WOMEN ON MOTHERS ALLOWANCE, FRIENDS, SUPPORTERS

** FOR MORE INFORMATION, CALL THE WORK GROUP AT
924 - 4646 (MON. - THURS.)

TOGETHER WE ARE STRONG!

The Family Benefits Work Group is a coalition of sole-support mothers and social service personnel dedicated to bringing about an increase in the inadequate incomes of mothers on government assistance to a level that will promote the physical and social well-being of their families.

As I'm sure everyone has heard by now, the MEMBER INVOLVEMENT COMMITTEE is in the process of compiling a Skills Exchange booklet to be distributed throughout the Co-op.

Just in case yours has been misplaced, please use the form provided below if you are at all interested in contributing. Since this booklet will be updated only once yearly, we would like to be sure we have included as many people and skills as possible in the first edition.

Our file of returned forms is growing steadily with many helpful additions to the original list. In the checklist below we have incorporated some of these great Other suggestions.

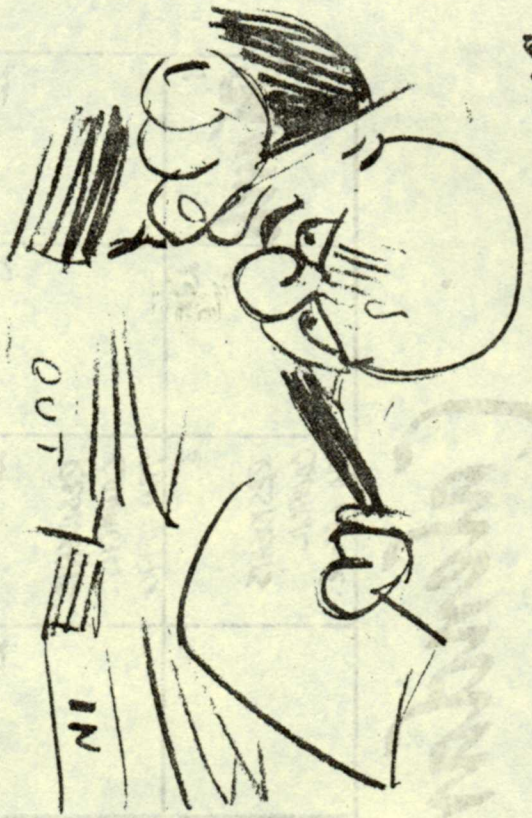
If you have a particular skill, craft or trade which you share only for cash, why not consider the Skills Exchange free advertising !

-
- | | |
|---------------------------------------------------------|---------------------------------------------------------|
| <input type="checkbox"/> Artist | <input type="checkbox"/> Jewellery-making |
| <input type="checkbox"/> Appliance/T. V. Repair | <input type="checkbox"/> Legal Services |
| <input type="checkbox"/> Babysitting | <input type="checkbox"/> Locksmith |
| <input type="checkbox"/> Baking | <input type="checkbox"/> Message |
| <input type="checkbox"/> Cameraman/woman | <input type="checkbox"/> Musician |
| <input type="checkbox"/> Carpentry | <input type="checkbox"/> Painter (house) |
| <input type="checkbox"/> Catering | <input type="checkbox"/> Photography |
| <input type="checkbox"/> Cleaning Services | <input type="checkbox"/> Printer |
| <input type="checkbox"/> Cinematographer | <input type="checkbox"/> Pottery |
| <input type="checkbox"/> Cooking | <input type="checkbox"/> Referral & Information Sharing |
| <input type="checkbox"/> Dressmaking | <input type="checkbox"/> Self. defense |
| <input type="checkbox"/> Driving the disabled, etc. | <input type="checkbox"/> Stained Glass |
| <input type="checkbox"/> Doctor (people, pets, plants) | <input type="checkbox"/> Tailoring |
| <input type="checkbox"/> Editor | <input type="checkbox"/> Teacher/Tutoring |
| <input type="checkbox"/> Employment & Immigration info. | <input type="checkbox"/> Translation |
| <input type="checkbox"/> Hairdresser | <input type="checkbox"/> Typing |
| <input type="checkbox"/> Illustrator | <input type="checkbox"/> Upholstering |
| <input type="checkbox"/> Knitting | <input type="checkbox"/> Weaving |
| <input type="checkbox"/> Layout & Design | <input type="checkbox"/> Woodworking |
| | <input type="checkbox"/> Window-washer |

Please direct completed forms and any questions to:
Elizabeth Reynolds
465-1366

OTHER _____

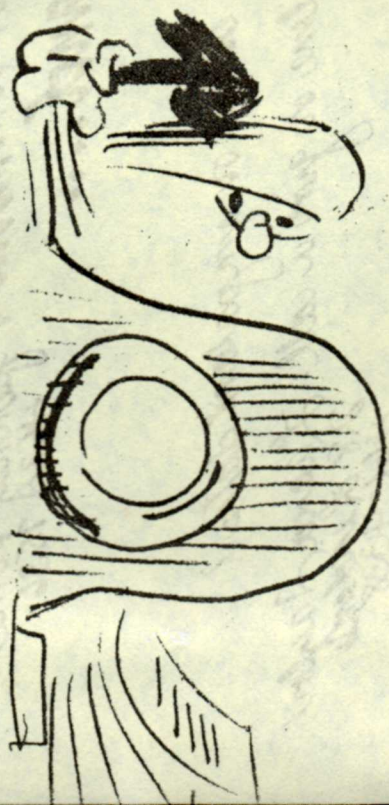
WRITE ARTICLES



DRAW PICTURES



DO PRODUCTION




INTERESTED?

CALL PENNY KOME

463-7536

OR TOM McLAUGHLIN 469-0561

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Feb.	2 THE GRAMMONGS and HIS SHADOW!	3 RESIDENTS COUNCIL 730 OFFICE	4	5	6	7
8	9	10 GENERAL MEETING 730 WITHDRAWAL SHOW	11	12	13	14 
15	16	17 RESIDENTS COUNCIL 730 OFFICE	18	19	20	21
22	23	24 RESIDENTS COUNCIL 730 OFFICE	25	26	27	28
1 March	2	3 RESIDENTS COUNCIL 730 OFFICE	4	5	6	7

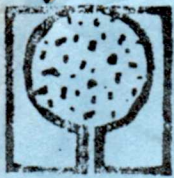
Calendar 1981

Happy Valentines Day (every day)

- Committee contact people**
- residents council • mission work 466-9450
 - food co-op • Kathy Corrigan 465-6198
 - finance committee • Helen Aeschke 449-0882
 - grievance committee • Sheila Isaacs 465-3739
 - member involvement • vision green 445-9883
 - maintenance committee • mel green 444-8440
 - anti-klan committee • nik kabanmel 465-8673
 - newsletter committee • penny home 4634 7536

and...

special events or important dates?
drop a line or just a call: Luana Taylor
28 & 3rd
461-4338



bain apartments co-operative incorporated

GENERAL MEETING MINUTES OF Feb. 10, 1981

Chair: C. Springer Co-Chair: F. Weinstein Sec: M. Wohl

These are a list of decisions taken by the membership of Bain Co-op at the above meeting. The first name in brackets is the person who proposed the decision, (the mover), and the second name is the person who supported the proposal, (the seconder). "C" means carried by a majority of those present and therefore adopted as a decision of Bain Co-op as a whole and "F" means failed, where the proposal failed to get adopted by the majority.

These minutes must be approved at a subsequent membership meeting before they can stand as an accurate record of proceedings. Corrections should therefore be made at that time.

AGENDA

F.W./F.N....That agenda be accepted. C

M. Frazer proposed a change to agenda item #4, that two grounds-keeping persons be hired. The chair suggested this be brought up at Budget.

Minutes of January's General Meeting were not available.

ANNOUNCEMENTS

There are classes and programs available at Franklin P.S. For information, call Mr. Geddes, the principal.

An open invitation to all Bain members to join committees or do committee related or other work in the Co-op.

If anyone has an extensive motion, it should be given in written form to the secretary. It's easier and more accurate.

GROUNDSKEEPER HIRING RECOMMENDATION REPORT

This committee has a short list of five applicants. Their recommendation for the job position is Joan Abbott, who has been doing the job since Cecil left.

F.N./R.N....That we accept this recommendation. C

CLARIFICATION OF SALARY SCALES

The report was presented by Pat LeBrun, with the recommendation to make differentiation of groundskeepers' salaries.

H.T./N.McK....That the General Meeting direct the Finance Committee to investigate how much money has been saved by the Co-op by hiring temporary, rather than permanent, workers. That they report back to us in March. C

C.A./F.R....That we table item #4b) on the agenda, relevant to the above subject, dealing with clarification of probationary periods. C

typed by voluntary co-op labour.

P.P./P.IeB....That we apply three months' probationary period
to to the above position of groundskeeper .

C
by two v

H.T./D.M....That we direct Council to present an amendment to the
current Hiring Policy regarding a fixed probationary
period for all future hirings. This is to be presented at the next
Gen. Meet.

C→

OFFICE ASSISTANT HIRING RECOMMENDATION CTEE. REPORT

Ed Unger presented report; eight people interviewed, six from
the Co-op. Their recommendation was to hire Lou Wright.

E.R./B.A....That we accept this recommendation.

968
2866

C→

AFFIRMATIVE ACTION HIRING COMMITTEE

The Member Involvement Committee propped that Bain Co-op amend its
Hiring Policy to ensure that women have an equal chance of being
hired by the Co-op.

V.G./E.A....That preferential treatment (or consideration) shall
be given to women applicants where qualification and
skill are equivalent. This hiring policy of preferential treat-
ment for women shall pertain to hiring of all staff, part-time,
temporary and full time permanent and shall be in effect until the
percentage of women employed corresponds to the percentage of
women members of the Co-op.

C→

Amendment offered by P.P. and accepted by the mover and seconder.
That the words, "in full time positions" be added after "percen-
tage of women employed..."

C→

Call question.

C→

PROPOSED REVISION OF HIRING POLICY

D. Forbes/F. Weinstein...That all candidates must be notified promp-
tly upon confirmation by a General Meet.
and not before.

F

D.McDonald/F. Newman...That it take a 2/3 vote to overrule the
Hiring Recommendation Committee's re-
commendation. That this motion appear at next month's Gen. Meet.

C→

NOMINATIONS AND SELECTION OF DELEGATE AND ALTERNATE FOR CHFC
ANNUAL MEETING

E. Unger nominated P. Tabuns
P. Pelletier nominated L. Wright
F. Newman nominated M. Crosby

D.Forbes/C.A.Fitz-Robb...That we send two delegates instead of one
to the above.

C

We voted for two of three of the above candidates.
P. Tabuns and L. Wright, respectively in order of number of votes,
were elected. Marilyn is the alternate.

B.Anderson/L. Wright...exted till 10:25.

C

ENDORSEMENT FOR INTERNATIONAL WOMEN'S DAY

P.Kome/Dinah Forbes...That Bain Apt. Co-op 1) formally endorse
the 1981 International Women's Day;
2) Send a telegam of support to the International Women's Com-