

Name:
UMass ID:
Telephone#:
Hometown:
Local Address:



People's Market Application Spring 2012

PLEASE REMOVE THIS SHEET AND KEEP IT FOR REFERENCE. THANK YOU. TO QUALIFY FOR AN INTERVIEW AND WORK FOR PEOPLE'S MARKET YOU MUST:

- Be a full-time undergraduate student at UMass.
- Be available to work at People's Market for 2 or more semesters.
- Be able to attend:
 - Mandatory All-Staff meetings from 5:00-7:30 p.m. every Monday.
 - One 2-hour long mandatory weekend cleaning shift during the semester (paid).
 - One (paid) training day: Saturday, February 11th. Plan to arrive for training at 11 a.m.

Other Dates of Concern:

- **Tuesday January 31st, 6:30 p.m:** An open-invitation information session will be held in People's Market for potential applicants. Attendance is encouraged for those looking to learn more about the history & 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 3rd, 4:00 p.m:** Applications to be returned to a co-manager behind the registers at People's Market in the rear of the Student Union.
- **Monday February 6th:** List of interviewees posted by last name and last four digits of student identification number on the door of People's Market. If selected, please sign up for an interview.
- **Week of February 6th:** Interviewees available on the weekdays will be interviewed in the evenings. Interviewees should bring an item for "show & tell"!
- **Friday February 10th by 4:00 p.m:** You will receive notification of your hiring status no later than this time, though it may be before then.
- **Saturday, February 11th 10:00 a.m:** Mandatory (paid) training weekend for all new hires.
- **Monday, February 13th, 5:00 p.m:** First All-Staff meeting in the Campus Center.
- **New Hire Training Process:** The first week of their employment, newly hired co-managers will undergo a paid trial shadow/training period. New hires will be required to sign up for five, 1 hour long, shifts. The purpose of this is to allow a smooth transition into the workings of the Market. More information will be given about this during the training sessions the weekend before.

What is the People's Market?

The People's Market, est. 1973 is a not-for-profit, student-run business that aims to provide alternative, quality foods to the University of Massachusetts community. All twenty-two 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.

Our current pay scale offers a starting rate of \$8.00/hr. that includes a raise of \$0.15 each semester depending on sales and workshop attendance. In addition, all employees receive a discount on purchases. Please take the time to think about your responses and we'll be sure to take our time when considering your application. People's Market is an equal opportunity employer. It is our goal to have our collective reflect the diverse background and lifestyles present within the UMass community at large.

What is a 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 also are run on the Rochdale Principles, which are voluntary and open membership, democratic member control, member economic participation, autonomy and independence, education and training, cooperation among co-ops, and 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.

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 chance of being hired)? _____
3. What is your academic year? _____
4. Have you applied before? If so, when? _____
5. If 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 complete your application legibly and list present or most recent employer first. References will be checked. Please use back of the page if needed. This is not necessary, but please feel free to attach a resume if desired. 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 in regards to work/life/school or another experience. Please expand on such 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

Please keep your answers concise, and provide specific examples. Please attach separate pieces of paper if you need more room to expand on your answers.

1. How have you conducted yourself in group work in either academic, work, or personal context. Please give us an example of the experience.

2. Create & describe your ideal business, organization, or project. How would you incorporate the skills you described to make your venture run smoothly? Be creative!

3. Explain an experience you've had with either activist or volunteer work. What did you take away from the experience, and how would you bring that experience to the Market.

4. What does workplace diversity mean to you?

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

6. Please take a moment 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	7:00-8:00		
6:00-7:00	STAFF		CLOSED			
7:00-9:00	-----		-----			

The People’s Market Hiring committee will post interviewees’ ID numbers outside People’s Market on February 6th. 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 6th.