



## **Labor Accountability Roundtable Discussion Questions**

1) How do people get assigned labor at your co-op? Is there a survey before being assigned? Is this done by a labor officer?

2) Is the system based on sign-up sheets or a regular rotation, or is the labor all assigned and scheduled? Does your co-op have another system you've created?

3) How does your co-op deal with labor that is not done? Is every case decided individually, or is there a policy that describes this?

4) Does your co-op assign a monetary value to labor – to set a rate for labor trades, or for fines?

5) Does your co-op use any incentives to get members to pick up missed labor duties? *(For example, if the dishes are left unwashed, is there an incentive in your policies for someone to pick that shift up instead of leaving the dishes dirty?)*

6) How does your co-op divide up the cooking and cleaning duties? Are they the same task? Do they rotate? Are there clear duties for cook shifts to keep the cleaning shifts manageable?

7) How do you make sure to distribute labor equitably?

8) How do you deal with projects that need specialized skills (maintenance, finance) when not enough people have those skills? How do you make sure people get trained in those skills?