



NOW HIRING!

Who we are:

We are a worker owned and operated bakery, focusing on sourdough breads, pastries and vegetarian pizzas made with fresh ingredients. Workers share in all of the work, including baking, serving customers, cleaning and other tasks involved with running a business. Baking requires a lot of training, which we provide. As a democratically run cooperative, we seek agreement on all important decisions and operate without managers or other hierarchy. As members of the Association of Arizmendi Cooperatives that includes Berkeley's famous Cheese Board and four other Arizmendi cooperative bakeries, we have strong support in our continuing development. In addition to an hourly wage, we currently offer medical coverage for members and retirement benefits. Everyone gets the same hourly pay rate, which increases as the business grows. Members also share a portion of the surplus earnings at the end of the year, although all compensation depends on the income generated by the business. **Compensation: \$32/hour plus benefits and profit sharing**

Is this for you?

As members of a cooperative, we are not just workers, but committed to mutual support of one another and other cooperatives, to top quality baking, and providing excellent service to the community. Members generally have backgrounds, interests and values including the following:

- Love to bake and cook, and many have professional experience doing so.
- Have been part of groups that operated cooperatively and democratically.
- Are used to work that is often physical in nature.
- Welcome the responsibility to help run a business and at the same time look out for the welfare of co-workers and the community.
- Job requirements: Minimum three 8-hour shifts per week PLUS required additional shifts (as needed), business operation duties, monthly meetings (average 30 hrs/week)

Becoming a member

- Probationary status: The first six months of employment will be as a candidate and the invitation to join the cooperative as a member/owner is made after a six-month period during which the candidate and Arizmendi can decide on their mutual fit. Prospective members will be expected to function like all members during this time, and receive the same hourly` pay as all others.
- Upon becoming a member, members are required to invest a minimum of \$500 toward a total investment in the cooperative of \$1000. The remaining amount can be paid through small regular wage deductions. The investment will be returned when the member leaves the cooperative. Profit sharing also begins once membership status begins.

Application procedure

If you'd like to apply, please go to arizmendibakery.com to complete and submit an application.

We are seeking candidates interested in a long-term commitment. No temporary position available