



Worker Run Since 1975

# The Kapper



Santa Rosa  
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Santa Rosa, CA 95401  
(707) 546-1806

ILLUSTRATED WEEKLY NEWSPAPER

www.cmnaturalfoods.com  
October 23, 2019

Sebastopol  
6762 Sebastopol Ave.  
Sebastopol, CA 95472  
(707) 407-4020



## Holiday Time

**From November 1st to December 25**

**we will not be doing cost + 10% for mercantile items currently on the sales floor.**

Workers can write up a special order for mercantile and we will order it with our next order. But please keep in mind that we will not be re-ordering from all vendors in time for the gift-giving holidays in December. *Workers are welcome to buy items from the sales floor using their worker discount or their 20% off coupons anytime.*



PERMACULTURE  
SKILLS CENTER



## A Fall Site Tour with Erik Ohlsen

**Date:** October 26, 2018

**Time:** 10 am – 2 pm (with 30 minutes for lunch)

**Location:** The Permaculture Skills Center, 2185 Highway 116 South, Sebastopol

Interested in Permaculture but need or want a brief introduction? You're in luck! The Founder and Director of the Permaculture Skills Center and Permaculture Artisans will be leading this informative walk and instruction through our 5-acre demonstration site. Join us Saturday on the land to gain intimate knowledge of regeneration with examples of food forests, ponds, animal grazing, composting, and so much more.

This is a very special tour with Erik Ohlsen; if you're interested in Permaculture, this is not to be missed!

## Deli Hot Bar Hours

NOW

8am to 8pm

Every Day



ARLENE FRANCIS

OCT 26 Sat 7pm

Four Years Ago, **Evil Comedy** changed the face of Halloween shows.

Tonight, **THEY'RE BACK** - with the **RUSSIAN RIVER SISTERS OF PERPETUAL INDULGENCE!**

**COSTUME CONTEST**  
**STAND-UP**  
**IMPROV**  
**AUCTION**  
**RAFFLE**

**BENEFITTING**  
Peace and Justice Center of Sonoma County

**HAHAHALLOWEEN 4**  
Live Comedy Show & Charity Auction

PRESENTED BY THE ARLENE FRANCIS CENTER & EVIL COMEDY  
99 W. 6th St. Santa Rosa  
Saturday, October 26th  
Doors Open 7 pm

BEER & WINE AVAILABLE  
TICKETS \$15  
AGES 18+

The Arlene Francis Center, The Sisters of Perpetual Indulgence & Peace and Justice Center of Sonoma County are registered 501 (c)(3) organizations.



COMMUNITY SEED EXCHANGE

Sebastopol, California



Saturday, October 26<sup>th</sup>  
**Growing Great Garlic**  
in Sonoma County  
11:00am-12:00pm

at the  
**Community Seed Exchange**  
St. Stephen's Episcopal Church  
500 Robinson Rd,  
Sebastopol

A grassroots community seed bank that supports Sonoma County gardeners with free, open-pollinated, locally grown, pesticide- and GMO-free seeds. All gardeners with or without seeds to share are welcome to come check out our over 200 varieties of seed!

# Personals

October 23, 2019



## CODE GREENS

**Terrence-** I appreciate you Terrence because you are always willing to help me with whatever I need help with, like the Wellness shelf project--thanks so very much! **-Tracy**

**Maya-** Maya is *SO AWESOME!* <3 She is polite, professional, helpful and perceptive. **-Customer!**

**Tess-** Thank you for all your support and kindness while I am adjusting to the duties of this Asst. HR position! I very much so appreciate you and your patience with me! **-Juli**

**Talia-** Talia has been under the weather this week yet still has come to work to get things done for our chill dept. Way to look out for the market and thank you for your amazing work ethic!! **-Dusty (Manager Shout-out!)**

**Ashley-** I've heard nothing but great things about Ashley working in the bar! Attentive to all custies and great customer service! Glad that you're here working with us! **-Lupe (Manager Shout-Out!)**

**Minky** put together a gorgeous Zero Waste booth at the Sebastopol Farmers Market on Sunday, in spite of being completely on her own after her scheduled co-workers were unable to attend. Way to represent CM, Minky. Thanks for doing 'whatever it takes'! - **Lisa (Manager Shout-out!)**

**Lynette, Liam, Gio, Alicia, Geoffrey, Adriana, Jake, Dustin, Anna, Minky, Courtney, Greg, Sabina, Sandy, Caleb, Lupe, Carrie Anne, Spencer, Myranda, Logan, Hitomi, Miho, Juli, Lisa and Chris** for doing some crazy stuff during the power outage. What a team! Many thanks. – **Mel (Mngr Shout Out)**

**Raymond** I have been going to Community market 6 years in a row while visiting to attend the National Heirloom Expo. This little store has been a great discovery. A nice choice of organic mostly local produce, plenty of healthy food choices on the shelves, some great local cider varieties and local apples eat. The food bar is great, also like the internet room with vintage skateboards on the wall, plus a bar for beverages a place to eat outside, a fireplace and a place for bands to play, I love being around this store, it is very well-named, it's all about community and connections. The staff are a huge part of why to shop here. This year I had a severe injury from a car door that required ER visit, an employee named Raymond with paramedic training assisted me and got me wrapped up good enough to get myself to the ER in Santa Rosa, this was late, like 8 p.m., this experience sealed the deal for me with Community Market, I am very grateful to Raymond and the stellar staff at community market. My biggest wish/dream is to spend more time there or live near by at least part time. My advice for anyone traveling through Sebastopol is to stop and patronize this great small local market, I will choose this place over a big grocery store every time. ~ **Steve Ford -Wyo, and Colorado resident.**

**Happy Birthday!**



### Scorpio

Andy 10/28  
Crysta 10/30  
Doug 11/3  
Carrie Anne 11/10  
Maja 11/14  
Carey 11/16  
Chelsi 11/19  
Jackie 11/19  
Matt 11/20  
Honey 11/21

**Anniversary**



Lisa 6 yrs 10/24  
Doug O 6yrs 10/27  
Miho P 6yrs 10/27  
Kyle K 6yrs 10/28  
Matt J 11/2-4yrs  
Rae G 11/10 2 yr  
Ray G 11/14 2 yrs  
Tara M 11/30-10yrs

**PTO Cap**  
There will be a  
PTO Cap in effect from  
**11/18-11/21**  
and  
**12/15-1/5**

Get you holiday  
vacation requests in  
early as they will be  
approved on a  
first come,  
first served basis.



**Board of  
Directors  
Meeting**  
**November 6**  
**Wednesday - 1 pm**  
Sebastopol

**AGENDA**  
**Wage Tiers**  
**All Workers**  
**encouraged**  
**to attend this!!**  
**Sign-up sheet by**  
**time clocks.**



# Our Community

October 23, 2019



**CM Worker Discount on Pure Essence Nutritional Supplements**

<https://www.pureessencelabs.com/>

As one of the few remaining privately owned, top nutrition companies that hasn't been purchased by a huge corporation, Pure Essence Labs is dedicated to creating healthy nutritional supplements that support a healthy life.

**Employee orders** are billed separately but **have to accompany store orders** and **bill @ 40% off of wholesale**. Employee orders need to be billed on a separate credit card. If there are multiple employee orders, they will need to be put on one card and settled up amongst the employees placing the order. **For more details, please ask Sabina or Sandy.**



<https://www.nontoxicrevolution.org/blog/7-types-of-plastic>

**#1** Polyethylene terephthalate, also known as PETE or PET. **Relatively safe, but keep it out of the heat or it could cause carcinogens (like the flame retardant antimony trioxide) to leach into your liquids.** Plus, the porous nature of its surface allows bacteria and flavor to accumulate so avoid reusing these bottles as makeshift containers. **This plastic is picked up by most curbside recycling programs.**

**#2** High-density polyethylene, or HDPE. Usually opaque in color, this plastic is **considered safe and has low risk of leaching. It is picked up by most recycling programs.**

**#3** Polyvinyl chloride, or PVC. Although tough in terms of strength, it is considered **NOT SAFE** for cooking or heating. **PVC contains softening chemicals called phthalates that interfere with hormonal development.** Never cook using food wrap, especially in a microwave oven. Check the labels of inflatable, baby toys, etc. to ensure they are free of PVC (and phthalates and BPA). **This plastic is rarely accepted by recycling programs.**

**#4** Low-density polyethylene (LDPE) is used to make grocery bags, some food wraps, squeezable bottles, and bread bags. This plastic is considered to be **relatively safe**. The problem with LDPE is mainly an environmental one: **It is not recyclable via curbside and other recycling programs.**

**#5** This is polypropylene (PP). **Relatively safe** Common items produced with it include yogurt cups, medicine and ketchup bottles, kitchenware and "microwave-safe" plastic containers. Polypropylene is considered microwave-safe because it is **heat resistant and therefore won't get warped in the microwave. This does not mean it is healthy for you to consume foods which have been microwaved in it! Mostly recyclable.**

**#6** Polystyrene, or Styrofoam- **NOT SAFE - leaches potentially toxic chemicals, especially when heated.** It's only accepted by specific recycling facilities. **When not recycled, it takes hundreds and hundreds of years to decompose!**

**#7** This category essentially means **"everything else"** and is composed of any new plastics, including bioplastics, and could also be comprised of different types of plastics. Polycarbonate falls into this category, including the highly toxic BPA. **So NOT SAFE**



# Opportunities

October 23, 2019

## NOW HIRING

### Barista

Full-time & Part-time  
**Must be 21+ - See Jess**

### Green Team Leader

16 hours a month  
**Apply to Courtney**

### SR&SB Wellness Buyer

Mon, Wed, Fri 8am-4pm  
**Apply to Sabina**

### Events-Paid Positions

*For any Future Event*  
Extra Hours, various shifts  
**See Minky**

See Job Descriptions on CM Worker Site and apply to HR Dept.



### Board of Directors Meeting

Nov 6

Wednesday  
1pm

**Wage Tiers**  
*Attend this one!*

Sebastopol

### R.C.W.B. Board of Directors:

Lisa-President

Jess-Vice President Sabina-Treasurer

Greg-Product Policy Caleb-Director

Courtney-Secretary Alicia -Director

### Regular Rapper Contributors:

Mel, General Manager

Courtney, HR & Assistant GM

Minky, Marketing, Photos, Events

Miho, Marketing, Green Team Info

Tess, Marketing, GreenTeam Info

## CM CALENDAR

SUN MON TUE WED THU FRI SAT

<b>O</b>	27	28	29	30 Senior 10% off	31 Pay Day	1 SEB 6YR Anniv	2 C Appr 5% Day SEB 6YR Celebrate
<b>C</b>							
<b>T</b>	3	4	5	6 Senior 10% off BOD Mtg 1pm	7	8	9
<b>N</b>							
<b>O</b>							
<b>V</b>	10	11	12	13 Senior 10% off	14 Pay Day	15	16
<b>E</b>							
<b>M</b>							
<b>B</b>	17	18	19	20 Senior 10% off	21	22	23
<b>E</b>							
<b>R</b>	24	25	26	27 Senior 10% off	28 Pay Day	29	30
<b>D</b>							
<b>E</b>	1	2	3	4 Senior 10% off	5	6	7 C Appr 5% Day
<b>C</b>							

## • DIRECTORY •

COTM-SEB&SR-CarrieAnne-carrieanne@cmnaturalfoods.com

Code Green contact - courtney@cmnaturalfoods.com) & Juli

Demo Inquiries - Miho (miho@cmnaturalfoods.com)

Donations - Carrie Anne (carrieanne@cmnaturalfoods.com)

Events - Minky (minkoff@cmnaturalfoods.com)

Graphics-tess@cmnaturalfoods.com/ maja@cmnaturalfoods.com

Green Team - **We need a LEADER!**

Contact Miho (miho@cmnaturalfoods.com)

HR/Work Issues - Courtney (courtney@cmnaturalfoods.com)

Media Productions-Minky (minkoff@cmnaturalfoods.com)

Rapper - Tess (info4rapper@gmail.com)

Safety Committee - Caleb & Minky & Ian - SB /Alicia - SR

Social Media - Carrie Anne, Minky, Miho and Lisa

Wall/Store Art - minkoff@... & tess@cmnaturalfoods.com

Website-Maja and Tess (maja@... / tess@cmnaturalfoods.com)

WOTM-SEB/SR- Juli (juli@cmnaturalfoods.com)

**YOU can get the word out!** Have some news/need/talent to share? That's what The Weekly Rapper is for! Send the marketing team your messages, news, and tidbits by emailing: **info4rapper@gmail.com** or leave a note in the suggestion boxes by the time clocks.