

Applicant Name: _____

Pronouns _____

Date: _____

Arizmendi Bakery and Pizzeria in Emeryville seeking Worker-Owner

About us

Arizmendi Emeryville is a worker-owned cooperative bakery that specializes in pastries, breads, and sourdough-crust pizza. As a cooperative, we share all of the tasks, responsibilities, benefits, and risks of owning a business: baking, finance, customer service, cleaning, and collective evaluations. We make most of our decisions by modified consensus. We strive to work together to offer quality products. Arizmendi Emeryville is an Equal Opportunity Employer. We encourage BIPOC, Queer, Woman and folks from marginalized identities to apply.

Is this for you?

Members of Arizmendi Emeryville come from a variety of backgrounds. We strive for diversity as well as a supportive and fair work environment. All potential applicants will be subject to a minimum six month “candidacy” process. This functions much like a paid internship as a trial period before long-term co-ownership of the business where you learn the ins and outs of bakery operation.

Desired qualities include:

- Experience with groups that operate cooperatively or by consensus
- Have an interest in working with a cooperative business
- Experience in professional bakery or professional kitchen environments
- Interest in many aspects of running a business. No one at Arizmendi is “just a baker”
- Capable of physically demanding work

We pay \$22/hr plus tips and after full we provide membership profit shares. We offer health benefits after three months.

We do not offer part-time positions.

Application Procedure

If you'd like to apply, please send your completed application(mandatory) and resume (optional) to arizmendieville@gmail.com.

Or bring completed applications to our store at 4301 San Pablo Avenue, Emeryville 94608 during working hours (Wednesday-Sunday 7am to 7pm, **Monday/Tuesday-closure**) ask anyone in the store for an application form.

Incomplete applications will not be considered.

Arizmendi Bakery & Pizzeria Application

Return application to arizmendievill@gmail.com

Name: _____ Date: _____

Address: _____

Telephone: _____ Email: _____

1. Why do you want to work at Arizmendi Emeryville?

2. Please describe your most recent kitchen experience. What were some of your specific duties/responsibilities?

3. Why do you want to be part of a worker-owned cooperative?

4. What skills, strengths, or ideas do you have to bring to the group?

5. What are your biggest challenges in working as part of a group?

6. Is there anything else you would like us to know about you?

Employment Experience/References (list last three employers)

Employer: _____ Phone: _____

Address: _____

Job title: _____ Contact person: _____

Hire Date: _____ Leaving Date: _____

Reason for leaving: _____

Employer: _____ Phone: _____

Address: _____

Job title: _____ Contact person: _____

Hire Date: _____ Leaving Date: _____

Reason for leaving: _____

Employer: _____ Phone: _____

Address: _____

Job title: _____ Contact person: _____

Hire Date: _____ Leaving Date: _____

Reason for leaving: _____

May we contact your previous employers? _____

How many hours per week do you desire to work? _____

What is the minimum number of hours per week you can work? _____

What is the maximum number of hours per week you can work? _____

How or where did you hear about us hiring? _____

What is your availability (mornings, afternoons, evenings/immediate)?

Please read carefully, initial each paragraph and sign below

_____ I hereby authorize Arizmendi Bakery & Pizzeria to thoroughly investigate my references, work record, and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to Arizmendi Bakery & Pizzeria any and all letters, reports, and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release Arizmendi Bakery & Pizzeria, my former employers and all other persons, corporations, partnerships, and associations from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

_____ I understand that nothing contained in this application or conveyed during any interview which may be granted or during my work with Arizmendi Bakery & Pizzeria, if hired, is intended to create an employment contract between me and Arizmendi Bakery & Pizzeria. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time with or without prior notice, at the option of either myself or the Arizmendi Bakery & Pizzeria membership (worker-owners), and that no promises or representations contrary to the foregoing are binding on Arizmendi Bakery & Pizzeria unless by written resolution of the Arizmendi Bakery & Pizzeria Board of Directors.

Date: _____ Applicant's signature: _____