



PIN UP
POSTERS
Courier Collective

APPLICANT GUIDE

WHAT IS PIN UP POSTERS COURIER COLLECTIVE?

Pin Up is a bicycle-based poster distribution service for arts, cultural, and community events. We are one of Pittsburgh's only worker-owned cooperatives!

WHAT'S A WORKER-OWNED COOPERATIVE?

According to the U.S. Federation of Worker Co-ops, "Worker cooperatives are values-driven businesses that put worker and community benefit at the core of their purpose. In contrast to traditional companies, worker members at worker cooperatives participate in the profits, oversight, and often management of the enterprise using democratic practices. The model has proven to be an effective tool for creating and maintaining sustainable, dignified jobs; generating wealth; improving the quality of life of workers; and promoting community and local economic development, particularly for people who lack access to business ownership or sustainable work options."

WHAT'S A COLLECTIVE?

A collective is a group of people with shared values and goals working toward a common vision. Collectives are rooted in affinity, trust, communication, and conflict-resolution, none of which happen overnight. They take time and commitment to build--kind of like a relationship!



WHAT IS A WORK DAY AT PIN UP LIKE?

As a courier, you'll receive your load of posters and handbills at our weekly meeting and deliver them to your assigned neighborhoods and locations. This usually takes about 3 to 6 hours, depending on the route and the week's workload. Our work-week starts on Wednesday and ends on Saturday.

As a prospective member/owner, you'll be encouraged to take on some other aspects of running the business as best match your skill sets or areas of strength or interest.

While you are doing deliveries, you will enjoy the whimsy and delight of riding a bicycle in the city. You'll also talk to many individuals, both in businesses and on the street. It is a great way to meet people and also accumulate lots of interesting human interactions! You also can't beat it for staying fit while on the job.



HOW DO I JOIN, AND WHAT DO I NEED TO KNOW ABOUT MEMBERSHIP?

Interested applicants submit an application (you *must* have a bike and appropriate bags such as panniers or a large backpack). We'll arrange for you to do a one-day trial run/training, and, if we agree that you're a good fit, we'll ask you to work additional weeks. Joining the co-op as a full member can happen after you complete your nine-month trial period, as well as buy-in to the company for \$100.

The company is currently arranged as an LLC. Full members are also co-owners on the LLC.

Prospective members earn \$18.66 per hour; full members earn \$22.40 per hour.

Most prospective members work between 10 and 15 hours per week. Full members tend to work between 15 and 20 hours per week.



**IF YOU ARE EXCITED ABOUT BIKES AND WORKER-
OWNERSHIP, WE WANT TO RIDE WITH YOU!**

