

MassCEO Worker Cooperative

A worker cooperative puts employees at the heart of ownership and growth.



What is a Worker CO-OP?

A worker cooperative is a business owned and self-managed by its workers. Each employee buys a share, becoming an owner with an equal vote in major decisions.

How Does it Work?

Employees buy a share of the business and collectively make decisions, with each worker having one vote. Profits are distributed among worker-owners, and the cooperative is self-managed by those who work there.

Advantages

Equal Say: All workers have an equal voice in decisions.

Profit Sharing: Profits are shared among worker-owners.

Job Security & Control: Employees have more influence over job security and working conditions.

Business Stability: Increased worker engagement often leads to greater productivity and long-term stability.

Is it Right for You?

Best for: employees who value democratic decision-making and profit-sharing.

Ideal Business Types: Often found in smaller businesses typically with 5-50 employees.

Common Industries: Retail, childcare, healthcare, food services, agriculture, other service businesses.

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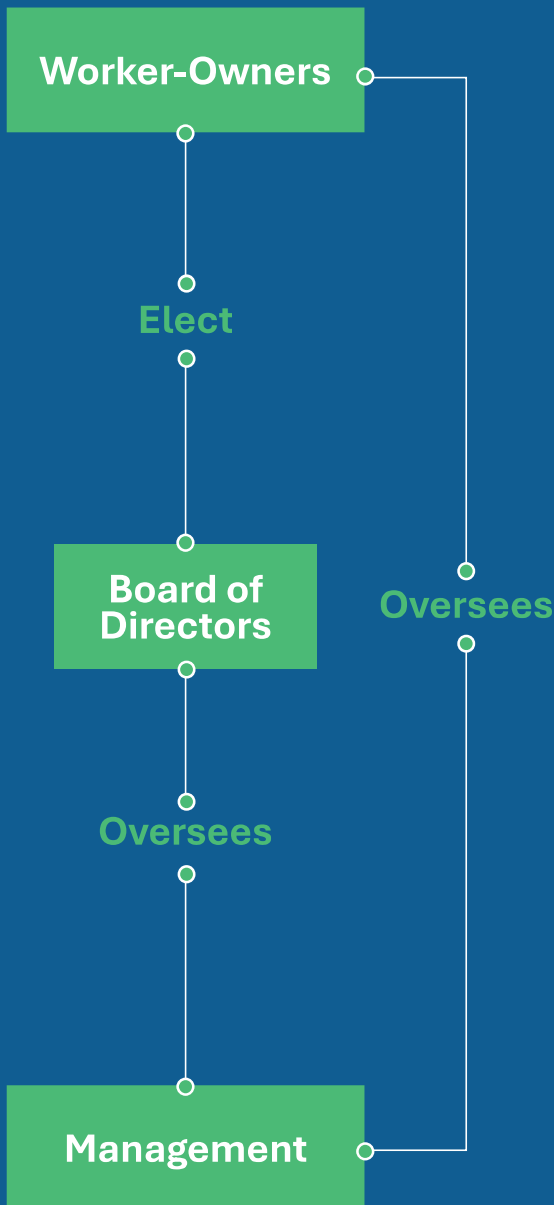


Massachusetts
Center for
Employee
Ownership

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Worker cooperatives are businesses owned and run by the people who work there. Instead of a few executives or shareholders making all the decisions, everyone who qualifies as a worker-owner has an equal say. This structure creates a shared sense of responsibility where employees aren't just workers — they're also part-owners invested in the success of the business.

The workers elect a board to oversee operations, ensuring the business stays true to its mission and values. Founders are part of this system too. Their decision-making power is equal to everyone else's. This model builds fairness, accountability, and long-term stability, making it a great option for businesses looking to prioritize their team and community.


MassCEO can help!

Contact us today to learn more!

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 www.mass.gov/massceo

We're on a mission to expand employee ownership across Massachusetts, **empowering workers, creating jobs, and driving economic prosperity to all of Massachusetts.**



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