



## Warehouse Employees Union No. 322



Affiliated with  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
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Good evening esteemed members of the Richmond City Council,

My name is Brian Peyton, and I am the president of Teamsters Local 322. The workforce is the backbone of this great city. It is imperative that their rights are respected, they have access to equitable working conditions, and the city values their contributions.

Having a contingency plan in place is a critical tool for ensuring that negotiations proceed smoothly and without delay. It is abundantly clear city workers want collective bargaining. They have demonstrated remarkable courage as they have fought and persevered throughout this process. Right now, it is incumbent upon us to get it right! The best way to accomplish this is by developing a contingency plan. It is critical that the budget needed for collective bargaining is available as soon as negotiations are complete. This plan is both essential and prudent as it implements a mechanism which will help expedite the negotiations as well as making the process run smoother. In effect, the city will be better prepared for this endeavor. The byproduct of this will be the ability to anticipate complications, identify potential areas of compromise and manage finances more effectively. Furthermore, these steps will greatly reduce unproductive and wasteful delays.

Moreover, having a contingency plan can demonstrate the City of Richmond's commitment to fair and respectful treatment of its employees. This is not only a moral imperative; it is also an intelligent and diligent business practice. When employees feel valued and

respected in the workplace, they will be more likely to be engaged, productive, and committed to their work.

Finally, having a contingency plan in the budget for collective bargaining is simply good governance. It can help the city to mitigate risks associated with potential disruptions during negotiations. This can help to ensure that essential services are maintained, and that our community's needs are met.

In closing, I urge you to consider the importance of having a contingency plan in the budget for collective bargaining. As a city, we must do everything in our power to ensure that our workforce is treated fairly and respectfully. One of the best ways to accomplish this is by investing in a plan which will support the building of trust while managing our finances effectively. In short, these steps will ensure continuity of operations.

Thank you for your time and consideration.

Respectfully submitted,

A handwritten signature in blue ink that reads "Brian Peyton". The signature is written in a cursive style with a long horizontal stroke extending from the end of the name.

Brian Peyton  
President