



City of Richmond

900 East Broad Street
Richmond, VA 23219
www.rva.gov/office-city-clerk

Organizational Development Standing Committee Minutes

Monday, May 2, 2022

5:00 PM

Council Chamber, 2nd Floor - City Hall

Members Present

The Honorable Cynthia Newbille – Chair
The Honorable Ellen Robertson – Vice Chair
The Honorable Andreas Addison – Member
The Honorable Katherine Jordan – Member
The Honorable Ann-Frances Lambert – Member
The Honorable Kristen Nye – Member
The Honorable Stephanie Lynch – Member
The Honorable Reva Trammell – Member

Absent

The Honorable Michael Jones – Member

Others in Attendance

Joyce Davis, Interim Council Chief of Staff
Haskell Brown, Interim City Attorney
Candice Reid, City Clerk
RJ Warren, Deputy City Clerk

Call to Order

Chair Cynthia Newbille called the meeting to order at 5:21 p.m., and presided.

Citizen Speaker Guidelines

Upon the Chair's request, Deputy City Clerk RJ Warren provided citizen speaker guidelines.

Approval of Minutes

There were no corrections or amendments to the minutes of the Monday, April 4, 2022 Organizational Development Standing Committee meeting, at 5:00 p.m., and the minutes were approved as presented.

[CD.2022.189](#) April 2, 2022 Organizational Development Standing Committee Meeting Minutes

Reports from City Administration, Council Staff and Other Parties

Redistricting Next Steps

J. Gerald (Gerry) Hebert, Campaign Legal Center (CLC) Senior Consultant, provided members with an update regarding Council's Richmond Decennial Voter District Redistricting schedule.

Reports of Standing Committees

There were no reports.

Paper(s) for Consideration

The following ordinances were considered:

1. [ORD. 2021-345](#) To amend ch. 2, art. VI of the City Code by adding therein a new div. 6, consisting of §§ 2-1301.1-2-1301.20, concerning collective bargaining, for the purpose of providing for collective bargaining with certain City employees.

Patrons: Ms. Trammell, Ms. Nye, Vice President Robertson, Ms. Jordan and Ms. Lynch

2. [ORD. 2021-346](#) To amend ch. 2, art. VI of the City Code by adding therein a new div. 6, consisting of §§ 2-1301.1-2-1301.21, concerning collective bargaining, for the purpose of providing for collective bargaining with certain City employees.

Patrons: Mayor Stoney

Member Kristen Nye provided an introduction and additional background information regarding ORD. 2021-345. Member Nye informed members that the proposed ordinance was set to be amended, and that a copy of the proposed amendments were provided to members and staff. Member Nye provided additional information regarding the proposed amendments.

A copy of the material provided has been filed.

[CD.2022.195](#) After Item – Proposed Amendments - ORD. 2021-345

Member Reva Trammell provided additional introductory comments, and she confirmed that a working group discussion would take place on Monday, May 9, 2022, regarding collective bargaining and the two proposed ordinances.

Justin Keating, Beins, Axelrod, & Keating, P.C. Attorney, addressed the committee and he discussed his experience as an attorney involved with public sector collective bargaining in Virginia. Mr. Keating informed the committee that he represented Richmond Firefighters Association IAFF Local 995, Richmond Coalition of Police (RCOP), and Teamsters Local 322. Mr. Keating also addressed the differences between ORD. 2021-345 and ORD. 2021-346.

Member Ann-Frances Lambert requested additional information regarding the breakdown of separate bargaining units addressed in ORD. 2021-345.

Deputy Chief Administrative Officer Sabrina Joy-Hogg provided an introduction for ORD. 2021-346, and she stated that city administration looked forward to participating in a working group regarding collective bargaining and the two ordinances.

Public Hearing

Linda Brown, city employee, informed the committee that she was an employee of the city for 37 years, and she requested that Council support collective bargaining. Ms. Brown also addressed staffing issues and low wages she experienced as a library technician with the city.

Phil Shepard, city employee, Service Employees International Union (SEIU) 512 Member, spoke in support of collective bargaining and stated that it would help attract and keep qualified employees. Mr. Shepard also stated that employees want to bargain employee benefits, wages, and working conditions.

Anthony Bobilotie spoke in support of collective bargaining and unions, and he also addressed the benefits of collective bargaining.

Lindsey Pugh, city employee, spoke in support of collective bargaining and addressed her experience as a social worker for the city. Ms. Pugh stated that city employees better understand the needs of workers than individuals that supervise employees.

Doris Crouse-Mays, Virginia AFL-CIO President, stated her appreciation for Council reviewing the possibility of collective bargaining. Ms. Crouse-Mays also stated that it was important that workers get to negotiate benefits, hours, and working conditions.

Katina Harris, Richmond Education Association (REA) President, stated that REA stood in solidarity with SEIU regarding collective bargaining. Ms. Harris also stated that collective bargaining allowed employees to have a seat at the table and improves services provided to the public.

Ben Himmelfarb, city employee, SEIU 512 Member, and Everett Fields, city employee, SEIU 512 Member, spoke in support of collective bargaining, and stated that city employees throughout city departments experience similar issues.

Nathan Aeries, Richmond For All Member, spoke in support of collective bargaining, and stated that city services would be improved if city employees were allowed to organize and bargain.

Felicia Boney, city employee, spoke in support of collective bargaining and stated that the Department of Social Services was experiencing issues with staffing, and that the department needed Council's support. Ms. Boney also stated that employees were working hard but needed the worker protections offered by collective bargaining.

Brain Peyton, Teamsters Local 322 President, spoke in support of collective bargaining and stated that the majority of citizens supported unions.

Steven Saunders, city employee, spoke in support of collective bargaining and stated that the Department of Public Utilities was experiencing staffing issues due to current compensation. Mr. Saunders also stated that collective bargaining would lead to better benefits and employee retention.

Keith Andes, International Association of Fire Fighters IAFF Local 995 President, spoke in support of collective bargaining and stated that the city employees deserved the ability to collectively bargain. Mr. Andes also stated that fire fighters have increased risk of cancer due to exposure on the job site, and that fire fighters should be able to address working conditions through collective bargaining.

A copy of the material provided has been filed.

[CD.2022.197](#) After Item – IAFF Handout_Keith Andes

Brendan Leavy, Richmond Coalition of Police (RCOP) President, spoke in support of ORD. 2021-345, and stated that collective bargaining would bring equitable working conditions to city government. Mr. Leavy also stated that officer morale was low due to working conditions, and he further stated that the ability to collectively bargain working conditions would provide an opportunity to improve conditions and morale.

Bill Pantele, RCOP Representative, spoke in support of ORD. 2021-345 and stated that city employees were the city's greatest resource. Mr. Pantele also stated that approving collective bargaining would show employees that they are valued.

Ryan Burke, Richmond Fire Fighter, IAFF Local 995 Member, spoke in support of collective bargaining and stated that it was a great opportunity to allow city employees to improve city services.

Maurice Black, city employee, spoke in support of collective bargaining and stated that Department of Public Works (DPW) employees were also first responders in matters of inclement weather. Mr. Black also stated that collective bargaining would help address staffing issues within DPW.

Morgan Stewart, American Federation of Government Employees Local 3380 Member, spoke in support of collective bargaining and stated that every worker deserves a union. Ms. Stewart also stated that strong unions improve the quality of work.

Eraka Hersh, city employee, spoke in support of collective bargaining and stated that collective bargaining would help make Richmond a tier one city. Ms. Hersh also stated that collective bargaining would improve the retention of qualified employees.

Julius Phillio, city employee, spoke in support of collective bargaining and stated that all city employees were first responders that deserved union representation.

Yousef Robertson, city employee, spoke in support of collective bargaining and stated that DPW had staffing issues. Mr. Robertson also stated that collective bargaining would allow DPW to retain qualified employees.

Jessie Hammond city employee, spoke in support of collective bargaining and stated that the city does not fairly treat temporary city employees. Mr. Hammond also stated that temporary workers should be treated the same as permanent city employees.

Babette Golding, city employee, spoke in support of collective bargaining and stated that Department of Social Services employees were overworked. Ms. Golding also stated that collective bargaining would allow employees to address the stress and anxiety employees experience on the job.

Deitric Edwards, Teamsters Local 322 Member, spoke in support of collective bargaining and stated that he had experienced difficult working conditions concerning the ability to care for a relative. Mr. Edwards informed the committee that he had lost his job due to the issue, but that he was able to return to work due to the assistance of a union.

Member Reva Trammell stated her appreciation for individuals that provided public comment, and she addressed her experience of working in difficult working conditions.

Katie Robertson Young, SEIU Associate General Counsel, SEIU Public Service Division Lead Counsel, addressed the number of bargaining units being considered if collective bargaining was approved. Ms. Young stated that city workers want three units representing police officers, fire fighters, and general city employees separately. Ms. Young also stated that collective bargaining would improve public service. Ms. Young further stated that SEIU supported the proposed amendments discussed by Members Nye and Trammell.

Member Kristen Nye stated her appreciation for individuals that provided public comment and requested that Council take quick action on the proposed legislation.

Member Katherine Jordan stated her appreciation for individuals that provided public comment, and she requested to be added as a co-patron to ORD. 2021-345.

Member Stephanie Lynch stated her appreciation for individuals that provided public comment, and she requested to be added as a co-patron to ORD. 2021-345.

Member Ann-Frances Lambert stated her appreciation for individuals that provided public comment, and she requested to be added as a co-patron to ORD. 2021-345.

Member Andreas Addison stated his appreciation for individuals that provided public comment, and stated that employees deserved a right to discuss provided benefits with employers.

Vice Chair Ellen Robertson stated her appreciation for individuals that provided public comment, and she also stated that Council was aware of the hard work of city employees.

Chair Cynthia Newblle stated that she believed city employees were essential and that she was committed to working with fellow members and city administration to establish the best collective bargaining process possible. Chair Newblle informed members that a work session would take place on Monday between city administration and Council, to address collective bargaining. Chair Newblle also stated that the two ordinances would be referred to Council without recommendation to allow for more discussion regarding the papers and possible amendments.

There were no further comments or discussions and Member Reva Trammell moved to forward ORD. 2021-345 and ORD. 2021-346 to Council with no recommendation, which was seconded and approved: Ayes 8, Addison, Jordan, Lambert, Nye, Lynch, Trammell, Robertson, Newbille. Noes None.

Consideration of Appointments to Boards, Commissions and Similar Entities

In response to questions raised during review of pending vacancies before the committee, Deputy Chief Administrative Officer (DCAO) for Human Services Reggie Gordon provided members with additional information regarding assistance provided to the Human Rights Commission by city staff. DCAO Gordon stated that city administration would be providing additional staffing support to the Human Rights Commission.

Member Ann-Frances Lambert moved continue consideration of vacancies to the Affordable Housing Trust Fund Supervisory Board and Human Rights Commission to the July 5, 2022 Organizational Development Standing Committee meeting, which was seconded and approved: Ayes 7, Addison, Lambert, Nye, Lynch, Trammell, Robertson, Newbille. Noes None. Jordan was excused.

Member Ann-Frances Lambert moved to forward the following appointment applications to Council with the recommendation to approve:

Maggie L. Walker Community Land Trust Citizens' Advisory Panel:
James Lambert, Jr.
Marilynn McAteer

Maggie L. Walker Initiative Citizens Advisory Board:
Shelley Allmond
Eric J. Brown

The motion was seconded and approved: Ayes 7, Addison, Lambert, Nye, Lynch, Trammell, Robertson, Newbille. Noes None. Jordan was excused.

A copy of the material provided has been filed.

[CD.2022.183](#) May Board Vacancy Report - Organizational Development Standing Committee

Discussion Item(s)

There were no discussion items.

Interim Council Chief of Staff Joyce Davis provided members with information regarding a General Assembly of Virginia update and action to be taken regarding the city's retained lobbyists.

Adjournment

There being no further business, the meeting adjourned at 7:21 p.m.