



# City of Richmond

900 East Broad Street  
Richmond, VA 23219  
[www.rva.gov/office-city-clerk](http://www.rva.gov/office-city-clerk)

## Working Group Meeting Minutes

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Monday, May 9, 2022

1:00 PM

5th Floor Conference Room - City Hall

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### Working Group Discussion

#### Councilmembers Present

The Honorable Cynthia Newbille, President  
The Honorable Ellen Robertson, Vice President  
The Honorable Andreas Addison (late arrival)  
The Honorable Michael Jones (late arrival)  
The Honorable Katherine Jordan  
The Honorable Ann-Frances Lambert  
The Honorable Stephanie Lynch (late arrival and early departure)  
The Honorable Kristen Nye  
The Honorable Reva Trammell

#### Others in Attendance

Haskell Brown, Interim City Attorney  
Joyce Davis, Interim Council Chief of Staff  
Sabrina Joy-Hogg, Deputy Chief Administrative Officer for Finance and Administration  
Candice Reid, City Clerk  
Lincoln Saunders, Chief Administrative Officer  
RJ Warren, Deputy City Clerk

#### Call to Order

Council President Cynthia Newbille called the meeting to order at 1:04 p.m.

#### Conference Room Evacuation Plan Announcement

Upon the President Newbille's request, City Clerk Candice Reid provided information on the appropriate manner in which the conference room is to be evacuated in the event of an emergency.

## Electronic Participation

Pursuant to Rule III(D)(4)(b) of Council's Rules of Procedure, Councilor Katherine Jordan made a request to participate in the meeting via Microsoft Teams from her home, due to her quarantining after a known exposure to the COVID-19 virus. The Councilmembers present were required to adopt a motion to approve Councilor Jordan's participation in the meeting by electronic communication means if it appeared to the body that her request complied with Rule III(D) of Council's Rules of Procedure. A motion was solicited from those members physically assembled to approve Councilor Jordan's participation in this meeting by electronic communication means.

**Councilor Kristen Nye moved to allow Councilor Katherine Jordan to participate in the meeting by electronic communication means. The motion was seconded and approved: Ayes 5, Lambert, Nye, Trammell, Robertson Newbille. Noes None.**

Councilor Katherine Jordan joined the meeting via Microsoft Teams at 1:06 p.m.

## Statement of Purpose

*Council President Cynthia Newbille provided a statement of purpose that addressed the history of collective bargaining in Virginia, and she also provided background information regarding ORD. 2021-345 and ORD. 2021-346.*

*Councilor Michael Jones arrived at 1:07 p.m. and was seated.*

## Discussion of Legislation and Components of Collective Bargaining

Cynthia Hudson, Sands Anderson Counsel, provided the working group with information regarding collective bargaining, options available to the city, eligibility of certain employees, and potential impacts of collective bargaining. Ms. Hudson also compared the competing ordinances and provided additional information regarding the impact of potential amendments to the legislation.

*A copy of the material provided has been filed.*

[CD.2022.204](#) After Items - Presentation and Handouts

*Councilor Stephanie Lynch arrived at 1:14 p.m. and was seated.*

*Councilor Andreas Addison arrived at 1:26 p.m. and was seated.*

## Review of Collective Bargaining

Chief Administrative Officer (CAO) Lincoln Saunders provided a presentation regarding city administration's perspective of collective bargaining. CAO Saunders addressed potential impacts on management practices throughout city departments and stated that city administration would prefer phasing in certain aspects of collective bargaining implementation.

*A copy of the material provided has been filed.*

[CD.2022.204](#) After Items - Presentation and Handouts

*Councilor Stephanie Lynch stated her concerns with certain aspects of collective bargaining that could have an impact on city administration's ability to manage employees.*

*Councilor Kristen Nye stated that she did not believe all the concerns raised by city administration regarding ORD. 2021-345 and collective bargaining were as worrisome as described.*

*President Cynthia Newbille requested that a matrix be created that compared ORD. 2021-345 and ORD. 2021-346. President Newbille also requested that the matrix incorporate proposed amendments to both ordinances.*

*Councilor Ann-Frances Lambert requested to be removed as a co-patron of ORD. 2021-345. Councilor Lambert stated that she needed additional time to speak with residents and to better understand the proposed ordinances.*

*Vice President Ellen Robertson stated her concerns that city employees needed to be more informed about the impact of collective bargaining.*

*Councilor Andreas Addison stated it was important to understand the impact of collective bargaining on both city employees and city residents. Councilor Addison also stated that the city needed to improve employee retention, which would impact city services provided to residents.*

*Councilwoman Reva Trammell stated that she had several conversations with city employees in favor of collective bargaining. Councilwoman Trammell also stated that it was time for the city to move forward with approving collective bargaining.*

*Councilor Michael Jones stated that he supported collective bargaining, but that he was concerned about potential impacts of collective bargaining on city residents.*

*Councilor Stephanie Lynch left the meeting at 2:30 p.m.*

## **Next Steps**

*President Cynthia Newbille stated that both Council and city administration supported collective bargaining. President Newbille requested that a matrix and crosswalk be provided regarding ORD. 2021-345 and ORD. 2021-346. President Newbille also stated that additional working group meetings would be necessary.*

*Councilor Lambert requested that information be provided regarding collective bargaining's potential impact on a citizen review board involved with the Richmond Police Department.*

*Councilor Nye requested that Council be provided with any presentation materials from city administration prior to any meeting, to allow time for review before discussions occur.*

## Adjournment

There being no further business, the meeting adjourned at 2:43 p.m.