

Comments by Russ Davis
Public Hearing on Collective Bargaining
Thursday, February 29, 2024

Hello, my name is Russ Davis. I am Co-chair of the Alexandria Democratic Committee Labor Caucus. The proposal created by a lawyer is favorable to management. Some key changes need to be made.

First, there should be collective bargaining for all staff, including licensed staff, support staff, and building administrators. EAA should be able to represent all employees.

Second, there should be no restrictions on bargaining topics. This should include bargaining on schedules and transfers, health and safety rules, and policies, rules, and regulations.

Third, there should be a normal, Democratic election. There should be no election participation threshold; just a majority of those voting is needed. There should be no 12-month expiration date on cards. The agreement should remain in effect as long as there is bargaining taking place on a new agreement.

Forth, there should be no union-busting provisions. The Board cannot invalidate the collective bargaining agreement in case of emergency. Bargaining would be required. The Board cannot reject agreements reached in bargaining. Further bargaining would be required to make changes. The Board cannot decline to follow recommendations of a labor neutral, without cause. There should be no forced confidentiality during bargaining. The union should be allowed to share their concerns and keep their members and the public informed as to the progress of bargaining and their concerns. There should be no collective bargaining agreement gains wiped out one year beyond expiration. The union should not be required to represent nonmembers in grievances. There should be an open shop agreement to make nonmembers pay some fees to the union. The union should not be required to pay attorney's fees. The union should not be required to get supervisory approval to meet with employees.

At least one member of your Board has extensive knowledge of collective bargaining. Tim Beaty has a great deal of experience in his years with the national Teamsters Union. You should pay special attention to his comments.

I am glad you are making progress with Dawn Lucas and EAA. Just be fair to EAA and make the agreement equitable. The Labor Caucus is very proud of your efforts with EAA. The City Council does care what you do. Thank you.