

**A RESOLUTION SUPPORTING THE RIGHT OF EMPLOYEES OF THE  
CITY OF RICHMOND TO ENGAGE IN COLLECTIVE BARGAINING**

**WHEREAS**, the 2020 Virginia General Assembly amended §40.1-57.2 of the Code of Virginia to repeal the prohibition against collective bargaining for local municipal employees beginning May 1, 2021; and

**WHEREAS**, this legislative action grants local governing bodies, as well as local school boards, the authority to engage in collective bargaining with municipal employees within the City; and

**WHEREAS**, joint-decision making is the modern way of administering government and a structure where public employees have been granted the right to share in the decision-making process increases operational capacity and efficiency; and

**WHEREAS**, the City of Richmond should seek to foster harmonious, stable, and cooperative relations between City Council, the Administration, and its employees; and

**WHEREAS**, a collective bargaining agreement would be a shared commitment and roadmap for how a collaborative decision-making process would operate; and

**WHEREAS**, collective bargaining is the means to perform the mutual obligations of the public employer and its employees to negotiate in good faith at reasonable times and places with respect to wages, hours, and other terms and conditions of employment with the intention of reaching and executing a written agreement; and

**WHEREAS**, it is well established that a unionized workforce where workplace democracy is respected and workers have a collective voice at work is a more stable and more skilled workforce than non-union workforces in jurisdictions that do not respect worker rights;

**WHEREAS**, collective bargaining gives the City of Richmond the opportunity to provide the best services possible to the residents and visitors of Richmond; and

**WHEREAS**, employee strikes are detrimental to building a stronger safer community and employees willfully refusing to perform their duties will be deemed to have terminated their employment by the City of Richmond; and

**WHEREAS**, employer lockouts are detrimental to building a stronger safer community and are prohibited by the City of Richmond; and

**NOW, THEREFORE, BE IT RESOLVED** that the Richmond City Democratic Committee supports the right of City employees to organize for the purpose of collective bargaining regarding the terms and conditions of their employment; and

**BE IT FURTHER RESOLVED** that the Richmond City Democratic Committee urges the development of procedures that (1) recognize the right of public employees to organize for the purpose of collective bargaining; (2) provide a means by which employees may select units

appropriate for effective dealings between their representatives and their employer; (3) require the City through its various departments to negotiate with and enter into written agreements with exclusive representatives on matters of the terms and conditions of employment; and (4) recognize any labor union or other employee association and permits the development of collective bargaining agreements; and

**BE IT FURTHER RESOLVED** that the Richmond City Democratic Committee urges that the City of Richmond negotiate in good faith with respect to the scope of collective bargaining rights and not interfere, restrain, or dominate the exercise of such right rights; and

**BE IT FURTHER RESOLVED** that the Richmond City Democratic Committee supports the convening of a workgroup, consisting of subject matter experts from the City and labor to develop collective bargaining procedures for local public sector employees in the City of Richmond and that the City Council should promulgate changes to the City of Richmond Code of Ordinances no later than December 2021.

**ADOPTED** by the Steering Committee at a meeting held on November 11, 2021.