

Mr. Mayor, Members of Council, I am Tara May and I have been a police officer with the City for over 20 years. I am a board member of the Alexandria Chapter of the SSPBA and I am also a 20-year resident of the city.

I am here to speak to you about the ongoing debate concerning collective bargaining.

As you are aware every municipality in Virginia is closely watching the proceedings in Alexandria concerning this important issue, you and our employee representatives are setting the course for the entire state.

It is abundantly clear to us that the exclusion of sergeants, lieutenants and captains in the collective bargaining process disenfranchises over twenty percent of the police department who are represented equally on the current pay scale. If these members are excluded from the bargaining process, the negative impact on morale and the desire to strive for leadership responsibilities will be catastrophic. Along with a decrease in professional development, pay inequities which currently exist, will continue and cause larger pay compression issues in the future.

In previous conversations, concerns have been raised regarding possible conflicts between the ranks. The issue of conflicts can easily be addressed by including wording in the ordinance that allows the city manager and city attorney to create an additional bargaining unit in the unlikely event that a conflict occurs.

During the meeting last week, the City Manager mentioned that the City has made great strides with pay inequities over the past 6 years. In 2012, the City addressed the complicated and long-standing leapfrogging issue that existed within all ranks of our sworn employees. Currently, our agency still has issues being discussed and brought to the forefront by officers that were never made whole from the pay inequities of the past. A real fix for this ongoing problem that impacts members who have dedicated their careers to the city has constantly been put off and ignored for years. There are dozens of members who are being paid less than their peers due to a faulty pay system that allows this problem to occur and continue. A bargaining agreement for all ranks within the current police pay scale will eliminate the leapfrogging issue and bring fairness back to our pay system.

Another example of a current pay inequity that still exists, is the double digit pay deficiency adjustment that the City recognized for the ranks of lieutenants and captains. Due to Covid, this pay adjustment was delayed, however, moving forward, it will only increase by excluding these employees from the process. To consciously exclude 16 lieutenants and/or 8 captains from this process does not seem logical to me. We will again be faced with the real possibility of subordinates making more than supervisors in the future. As a taxpayer, this will also touch City residents when civil lawsuits are ultimately filed by officers. Employees should not have to take such actions to obtain a fair and comparable compensation benefit they are entitled to as employees.

A suggested mandatory meet and confer process designed to replace the voluntary meet and confer process currently in place is not a viable solution and would not have any real impact on the outcome for anyone not included in the bargaining process.

The SSPBA representatives and our attorneys are ready to meet with you and assist in the production and implementation of a collective bargaining process that is reasonable and fair.

As a longtime City resident and Alexandria police officer, I ask that you enact a collective bargaining ordinance that includes all employees. Our police department has strived internally to maintain a level of honor and professionalism over the years. I ask that council do the same and honor those who have chosen to serve the citizens of the City of Alexandria and not purposely exclude a limited few.

Good Evening Mayor Wilson, City Council,
members of the City of Alexandria's
administration.

My name is Robert Hollingsworth and I am the
Executive Director AFSCME District Council 20.

We represent thousands of public employees in
Washington DC – and in Virginia, as part of
AFSCME Virginia Local 3001. Many of our
members are residents of Alexandria.

And so we have a vested interest in securing a
strong ordinance that reflects the true spirit of
collective bargaining.

I am also a public worker for DC government for over
twenty years and I have always had the freedom to
bargain with my employer over all of the working
conditions that affected me and my colleagues.

Alexandria's public workers are not less than me. They should not have second or third tier rights.

They are deserving of the dignity that comes with having a full voice on the job and fair process to resolve their complaints.

So first, let me commend Mayor Wilson and the entire city council for hearing us – its workers and its citizens – and deciding to take more time to create a collective bargaining ordinance that is true to collective bargaining in both spirit and letter.

That means:

1. A scope of bargaining that includes wages, benefits, working conditions, safety, equal access to promotions, and other work-related issues
2. A fair grievance procedure that includes binding neutral arbitration

3. Bargaining units that represent the diversity of Alexandria's public employees' job titles and work responsibilities.

These provisions are consistent with the standards in the proposed federal Public Service Freedom to Negotiate Act, and one that is reflective of the typical scope of bargaining in local ordinances across the nation.

AFSCME is a union of individuals, each with their own story, but we share a commitment to public service.

Whether it's maintaining our city streets, collecting the trash, making sure our drinking water is clean and our cities are safe, people who work in public service never stop.

This isn't just a job. It's a calling.

Every person working to make their community safer, stronger and better deserves respect.

And that respect is a full and meaningful voice on the

job.

Alexandria should be the model for what public sector collective bargaining in Virginia looks like.

These are fundamental rights due every worker In America, whether at Amazon or the City of Alexandria. You can't support collective bargaining rights for workers for other employers but not support rights for workers you employ yourself.

So, again, on behalf of the thousands of AFSCME Council 20 public employees, we commend the mayor and city council for hearing our concerns.

And we look forward to working with them on an ordinance that serves as the leading example for cities and counties across the Commonwealth.



Patricia Vinkenes
5721 27th Rd N
Arlington Virginia 22207

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

Dear Mayor Wilson, Vice Mayor Elizabeth Parker-Bennett and City Council Members Amy Jackson, Canek Auirre, Del Pepper, John Chapman and Mo Seifeldein,

As a public employee in the City of Alexandria, I am proud of the vital services we provide in the community. The last year has been challenging for all of us and we appreciate the City's efforts to protect employees and citizens during the crisis. Now that the state has authorized the city to engage in collective bargaining with us, we can have a more meaningful voice at work and we can deepen employee – management collaboration. We look forward to using our voice and participating in the development of a broad array of workplace policies that impact our lives. Having a strong collective bargaining ordinance means that we will have a clear process, just like public employees in states and local governments across the country, to have a say in the wages, benefits and other working conditions that impact our lives at work and our families at home. We also believe we must have a grievance process that meets the requirements under the law yet also includes due process and a neutral arbitrating party to decide on disputes including disciplinary appeals.

Because there are a wide diversity of occupations and functions within city government, we think there should be a reasonable number of bargaining units to provide for sufficient employee self-expression regarding their choice to be represented, or not, by a labor organization. But having a reasonable number of units available to choose representation does not mean that we must necessarily have a proliferation of negotiations. Matters of common concern across the non-public safety bargaining units can be addressed at a single bargaining table for employees represented by the same union.

In summary, we urge you to adopt a collective bargaining ordinance that meets the same standards as our neighbors in Maryland, the District of Columbia, and states and local governments across the country. City employees deserve nothing less.

As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Patricia Vinkenes



Priscilla Reynoso
240 s reynolds st # 112
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Priscilla Reynoso



Marlon Tillerson
3113 Antrim Cir
Dumfries Virginia 22026

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Marlon Tillerson



Marshay Clark
1694 Dorothy Ln
Woodbridge Virginia 22191

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301 King St, Alexandria, VA 22314

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Sincerely,
Marshay Clark



Jerrell Williams
3807 Valley Wood Ct
Ft Washington Maryland 20774

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301 King St, Alexandria, VA 22314

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Sincerely,
Jerrell Williams



Mike Carvalho
Washington Maryland 20036

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Mike Carvalho



Hannah Tiner
Washington District of Columbia 20852

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301 King St, Alexandria, VA 22314

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Sincerely,
Hannah Tiner



Latashia Moseley
1879 Biscayne Bay Circ
JacksonvilleFlorida 32218

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Latashia Moseley



Daryl Price
6300 hil mar drive apt 9
district HeightsMaryland 20747

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Daryl Price



Tyrone Kyle
5617 Overly Dr
Alexandria Virginia 22310

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301 King St, Alexandria, VA 22314

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Sincerely,
Tyrone Kyle



Diana Reynoso
240 S Reynolds St # 112
Alexandria Virginia 22304

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Sincerely,
Diana Reynoso



Tara Brown
5500 Holmes Run parkway Apt 1013
alexandria Virginia 22304

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Sincerely,
Tara Brown



Darlene Cannaday
6101 Stevenson Ave. #200
Alexandria Virginia 22304

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301 King St, Alexandria, VA 22314

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Sincerely,
Darlene Cannaday



Meron Worku
6161 Edsall Rd. #604
Alexandria Virginia 22304

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As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Daryl Price



Blanca Ortiz-murillo
31 Bloomington Ln
Hispanic Virginia 22554

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Blanca Ortiz-murillo



Barbara Aboagye
12428 Eden Ln
Woodbridge Virginia 22192

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Barbara Aboagye



Hannah Risley
6622 Burlington Pl
Springfield Virginia 22152

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Hannah Risley



Kevin Brown
4321 Cedarlake Ct
Alexandria Virginia 22309

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Kevin Brown



Jonathan Ibarra
240 S Reynolds St # 112
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Jonathan Ibarra



DeeDee Tostanoski
400 Madison St
Alexandria Virginia 22314

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
DeeDee Tostanoski



Joseph Morell
4032 Taney Ave.
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Joseph Morell



Sean Casey
1053 Palmer Place,
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Sean Casey



Michael Malec
116 Ports Circle
Walkersville Maryland 21793

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Michael Malec



William Goddard4
8103 Sandy Spring Road
Laurel Maryland 20707

Attention
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301 King St, Alexandria, VA 22314

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William Goddard4



MEGAN Ellzy
4600 Duke Suite 429
Alexandria Virginia 22314

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MEGAN Ellzy



Robert LUCKETT
35804 SEA GULL RD
SELBYVILLE Delaware 19975-4116

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301 King St, Alexandria, VA 22314

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Sincerely,
Robert LUCKETT



Andrew Walters
4808 Old National Pike. Apt. 3
Frederick Maryland 21702

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Andrew Walters



Jeff Hamke
8788 cooksey rd
Laplata Maryland 20646

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301 King St, Alexandria, VA 22314

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Sincerely,
Jeff Hamke



Michael Such
7422 Goshen CT
Manassas Virginia 20112

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301 King St, Alexandria, VA 22314

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Sincerely,
Michael Such



John MacKinnon
4530 Raleigh Ave APT 204
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
John MacKinnon



Sherry Delaney
2507 Davis Avenue
Alexandria Virginia 22302

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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As a public employee in the City of Alexandria, I am proud of the vital services we provide in the community. The last year has been challenging for all of us and we appreciate the City's efforts to protect employees and citizens during the crisis. Now that the state has authorized the city to engage in collective bargaining with us, we can have a more meaningful voice at work and we can deepen employee – management collaboration. We look forward to using our voice and participating in the development of a broad array of workplace policies that impact our lives. Having a strong collective bargaining ordinance means that we will have a clear process, just like public employees in states and local governments across the country, to have a say in the wages, benefits and other working conditions that impact our lives at work and our families at home. We also believe we must have a grievance process that meets the requirements under the law yet also includes due process and a neutral arbitrating party to decide on disputes including disciplinary appeals.

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In summary, we urge you to adopt a collective bargaining ordinance that meets the same standards as our neighbors in Maryland, the District of Columbia, and states and local governments across the country. City employees deserve nothing less.

As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Sherry Delaney



Brett Fitzgerald
8652 Horncastle Ct
Bristow Virginia 20136

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Brett Fitzgerald



Marisa Zappala
316 Ashby St Apt D
Alexandria Virginia 22305

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Marisa Zappala



Xavier velez
Neabsco Common Pl, Apt 231
Woodbridge Virginia 22191

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Xavier velez



Joe Scarpone
1305 Cleveland st
Alexandria Virginia 22302

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Joe Scarpone



Danielle Wolf
994 Harrison Circle
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Danielle Wolf



Oliver Dunn
715 Timber Branch Dr
Alexandria Virginia 22302

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Oliver Dunn



Gerald Fair
415 Oakridge Dr
Stafford Virginia 22556

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Gerald Fair



Ben Cobb
1176 Westbriar Drive
Virginia Beach Virginia 23455

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Ben Cobb



George Ardura
127 B Shamrock Road
Charlottesville Virginia 22903

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
George Ardura



Will Scott
511 East Duncan Avenue
Alexandria Virginia 22301

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Will Scott



Morganne Blais-McPherson
4400 Solano Park Circle, Apt 1621
Davis California 95616

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Morganne Blais-McPherson



Kate Evans
1251 N Van Dorn St
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Kate Evans



Martin King
1251 N Van Dorn St
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Martin King



Jeremy Long
5822 Sunderland Ct
Sunderland MD Maryland 20689

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Jeremy Long



Dylan Kempton
5919 First Landing Way
Burke Virginia 22015

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Dylan Kempton



Donald Lynch
317 prince street
Alexandria Virginia 22314

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Donald Lynch



Matthew DeBenedetto
5510 Butterworth Ct
Alexandria Virginia 22315

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

Dear Mayor Wilson, Vice Mayor Elizabeth Parker-Bennett and City Council Members Amy Jackson, Canek Auirre, Del Pepper, John Chapman and Mo Seifeldein,

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As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Matthew DeBenedetto



Alexis Lehman
317 prince st
Alexandria Virginia 22314

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Alexis Lehman



Brad Strowman
1211 G at unit 2
Washington District of Columbia 20003

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Brad Strowman



Joseph Porcelli
6965 Old Brentford Rd
Alexandria Virginia 22310

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Joseph Porcelli



Ben Haught Jr
P.O. Box 152
Remington Virginia 22734

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Ben Haught Jr



Robert Kennedy
4264 Normandy Ct
Fredericksburg Virginia 22408

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Robert Kennedy



Erin Kelly
2984 Poland Springs Dr.
Ellicott City Maryland 21042

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Edward Kelly



thomas robinson
115 thoroughbred
Prince frederick Maryland 20678

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
thomas robinson



Daniel Hunt
4600 Duke St
Alexandria va Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Daniel Hunt



Grace Davenport
8799 Frederick Road
Ellicott City Maryland 21043

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301 King St, Alexandria, VA 22314

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Sincerely,
Grace Davenport



Virginia Phalen
1934 Columbia Pike Apt 7
Arlington Virginia 22204

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301 King St, Alexandria, VA 22314

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Sincerely,
Virginia Phalen



James Irons
3814 wards chapel rd
Marriottsville Maryland 21104

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301 King St, Alexandria, VA 22314

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Sincerely,
James Irons



Russell Jones
3328 Cheverly Ct.
Abingdon Maryland 21009

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Russell Jones



Andrew Welch
5921 Robindale Road
CATONSVILLE Maryland 21228

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301 King St, Alexandria, VA 22314

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Sincerely,
Andrew Welch



Alexandra Boycheck
5134 Donovan dr
Alexandria Virginia 22304

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301 King St, Alexandria, VA 22314

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Sincerely,
Alexandra Boycheck



Bryan Meckes
213 E. Windsor Ave
Alexandria Virginia 22301

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301 King St, Alexandria, VA 22314

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Bryan Meckes



Alec Hardesty
4600 Duke St
Alexandria Virginia 22206

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301 King St, Alexandria, VA 22314

Dear Mayor Wilson, Vice Mayor Elizabeth Parker-Bennett and City Council Members Amy Jackson, Canek Auirre, Del Pepper, John Chapman and Mo Seifeldein,

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In summary, we urge you to adopt a collective bargaining ordinance that meets the same standards as our neighbors in Maryland, the District of Columbia, and states and local governments across the country. City employees deserve nothing less.

As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Alec Hardesty



Steven Richmond
11713 Fairfax Woods Way, Apt 9107
Fairfax Virginia 22030

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Steven Richmond



Kristina Holt
317 Prince st
Alexandria Virginia 22309

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Kristina Holt



James Swanick
7904 Steadman Street
Alexandria Virginia 22309

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
James Swanick



Dave Lukes
15714 Palermo terr
Woodbridge Virginia 22191

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Dave Lukes



Ryan Kilner
49 Whitson Ridge Dr
Stafford Virginia VA

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Ryan Kilner



Ronald Samuel
11179 holly ridge ln
Ruther glen Virginia 22546

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Ronald Samuel



Lindsay Loper
12 Rocky Way Dr
Stafford Virginia 22554

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Lindsay Loper



Mary Jane Bryant
608 N Pegram
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Mary Jane Bryant



Charles Benatti
5105 Richenbacher Ave
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Charles Benatti



Alicia Hosmer
5105 Talbot Place
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Alicia Hosmer



Elizabeth Honaker
75 Reprisal Rd
Inwood West Virginia 25428

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Elizabeth Honaker



Charles Thabet
5103 Talbot Place
Alexandria Virginia 22304

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301 King St, Alexandria, VA 22314

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Sincerely,
Charles Thabet



Fiera Givens
4443 Eagle CT
Waldorf Maryland 20603

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Fiera Givens



Russell Thorne
30683 Big Horn Court
Charlotte Hall Maryland 20622

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Russell Thorne



Olena Prykhodko
5134 Donovan Dr
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Olena Prykhodko



Christopher Bangs
2129 FLORIDA AVE NW, Apt 301
Washington District of Columbia 20008

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Christopher Bangs



Travis Prost
2402 Menokin Dr Apt 204
Alexandria Virginia 22302

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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As a public employee in the City of Alexandria, I am proud of the vital services we provide in the community. The last year has been challenging for all of us and we appreciate the City's efforts to protect employees and citizens during the crisis. Now that the state has authorized the city to engage in collective bargaining with us, we can have a more meaningful voice at work and we can deepen employee – management collaboration. We look forward to using our voice and participating in the development of a broad array of workplace policies that impact our lives. Having a strong collective bargaining ordinance means that we will have a clear process, just like public employees in states and local governments across the country, to have a say in the wages, benefits and other working conditions that impact our lives at work and our families at home. We also believe we must have a grievance process that meets the requirements under the law yet also includes due process and a neutral arbitrating party to decide on disputes including disciplinary appeals.

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As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Travis Prost



Von Abbott
8301 Ashford Blvd
Laurel Maryland 20707

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Von Abbott



Xavier Halloun
4408 Island Place
Annandale Virginia 22003

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Xavier Halloun



Edgar Velazquez
10301 Augusta Ct
Fredericksburg Virginia 22408

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Edgar Velazquez



Karina Sicherle
5134 Donovan Dr
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Karina Sicherle



Aaron Antaran
6955 Conservation Dr
Springfield Virginia 22153

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Aaron Antaran



Rebecca Silva
219 S Payne Street Apt 202
Alexandria Virginia 22314

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Rebecca Silva



Lucy Walsh
23 S French St
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Lucy Walsh



Wells Wilson
7304 Chatham Street
Springfield Virginia 22151

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Wells Wilson



Bethany Vanderbilt
1029 N Liberty St
Arlington Virginia 22205

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Bethany Vanderbilt



Willie Gray
6325 Quarles rd
St Leonard md Maryland 20685

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Willie Gray



Rebecca Gonzales
4751 W Braddock rd #104
Alexandria Virginia 22311

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Rebecca Gonzales



Erin Hamilton
100 Luna Park Dr.; #206
Alexandria Virginia 22305

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Erin Hamilton



Amy Lusby
505 Monticello Circle
Locust Grove Virginia 22508

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Amy Lusby



Charlene Campbell
211 E Nelson Ave
Alexandria Virginia 22301

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Charlene Campbell



Ebony Thomas
315 princess street
Alexandria Virginia 22314

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Ebony Thomas



Erik MacClain
4 Weems Ln. #310
Winchester Virginia 22601

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Erik MacClain



Carlisle Bean
400 Cameron Station Blvd. #119
Alexandria Va 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

Dear Mayor Wilson, Vice Mayor Elizabeth Parker-Bennett and City Council Members Amy Jackson, Canek Auirre, Del Pepper, John Chapman and Mo Seifeldein,

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As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Carlisle Bean



LaToya Brandon-Gyamfi
3122 S 28th St
Alexandria Virginia 22302

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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LaToya Brandon-Gyamfi



Samuel Gyamfi
3122 S 28th St
Alexandria Virginia 22302

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301 King St, Alexandria, VA 22314

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Sincerely,
Samuel Gyamfi



Alexander Goyette
111 S Jordan St
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Alexander Goyette



Megan Long
5822 Sunderland Ct
Sunderland Maryland 20689

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Megan Long



Deidre Nelms
3607 10th St NW, Unit B
Washington District of Columbia 20010

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Deidre Nelms



Paul Howe
7 1/2 E Myrtle St
Alexandria Virginia 22301

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Paul Howe



Luis Velez Torres
4520 King Street
Alexandria Virginia 22302

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301 King St, Alexandria, VA 22314

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Sincerely,
Luis Velez Torres



John Silverwood
533 Seven Trails Dr
Aberdeen Maryland 21001

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
John Silverwood



Carl Goldman
515 Margaret Drive
Silver Spring Maryland 20910

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301 King St, Alexandria, VA 22314

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Sincerely,
Carl Goldman



Lois Kelly
2984 Poland Springs Dr
Ellicott City Maryland 21042

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301 King St, Alexandria, VA 22314

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Sincerely,
Lois Kelly



Christopher Gant
10206 Parkwood Dr.
Kennington Maryland 20895

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301 King St, Alexandria, VA 22314

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Christopher Gant



Meredith Schafer
814 Jefferson St, Apt C
Alexandria Virginia 22314

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301 King St, Alexandria, VA 22314

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Sincerely,
Meredith Schafer



Helena Khazdozian
3712 Gunston Rd
Alexandria Virginia 22302

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Helena Khazdozian



James Silverwood
2511 Davis Av
Alexandria Virginia 22302

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301 King St, Alexandria, VA 22314

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Sincerely,
James Silverwood



Matt Dozier
2227 20th St NW Apt 307
Washington District of Columbia 20009

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Matt Dozier



Michael Deahn
2923 Hickory street
Alexandria Virginia 22305

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301 King St, Alexandria, VA 22314

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Sincerely,
Michael Deahn



Hunter Tammaro
4622 2nd St N
Arlington Virginia 22203

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Hunter Tammaro



Marie Lewis
8700 Village Square Drive
Alexandria Virginia 22309

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Marie Lewis



Chris Moldes
108 Roberts Lane
Alexandria Virginia 22314

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Chris Moldes



Jean Silverwood
2511 DAVIS AVE
ALEXANDRIA Virginia 22302-2814

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Jean Silverwood



Torie Follett
8225 Chestnut Ave
Bowie Maryland 20715

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Torie Follett



Kim Bosser
3301 Duke Street
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Kim Bosser



Admasu Yemane
256 Normandy hill drive
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Admasu Yemane



Gamal Abdelfattah
6141 LEESBURG PIKE # 203
Falls church Virginia 22041

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Gamal Abdelfattah



Joseph Payne
11101 Streamview Ct.
Great Falls Virginia 22066

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Joseph Payne



Remy Huerta-Stemper
1745 Simpson st
Falcon Heights Minnesota 55113

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Remy Huerta-Stemper



Margaret Hunt
6144 Gate Sill
Columbia Maryland 21045

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Margaret Hunt



Tricia Drury
9281 Shady Haven Dr NE
ALEXANDRIA Minnesota 56308

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Tricia Drury



Angela Brown
116 S. Jordan St
Alexandria Virginia 22304

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301 King St, Alexandria, VA 22314

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Sincerely,
Angela Brown



Laura Collins
2449 Shenandoah St
Vienna Virginia 22180

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Laura Collins



Matt Rogers
P.O. Box 100542
Arlington Virginia 22201

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301 King St, Alexandria, VA 22314

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Sincerely,
Matt Rogers



Matt Royer
2000 S Eads St Apt 1122
Arlington, VA Virginia 22202

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301 King St, Alexandria, VA 22314

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Sincerely,
Matt Royer



Miks Lyons
2803 Wheatland Station Way
Fredericksburg Virginia 22408

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Miks Lyons



Keith Willis
925 N Longfellow St
Arlington Virginia 22205

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

Dear Mayor Wilson, Vice Mayor Elizabeth Parker-Bennett and City Council Members Amy Jackson, Canek Auirre, Del Pepper, John Chapman and Mo Seifeldein,

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As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Keith Willis



Donna Gold
2908 Richmond Lane
Alexandria Virginia 22305

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Donna Gold



Owen Curtis
5465 Fillmore Ave.
Alexandria Virginia 22311

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Owen Curtis



Sally McConnell
5116 Donovan Drive, Apt 102
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Sally McConnell



Sean Europe
15819 John Diskin Cir
Woodbridge Virginia 22191

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Sean Europe



William Boger
1101 Sunview Court
North Chesterfield Virginia 23235-4170

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
William Boger



David Eason
236 Princess Anne Dr
Chestertown Maryland 21620

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
David Eason



Kathleen Bishop
3118 E.Marshall St
Richmond Virginia 23223

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Kathleen Bishop



Fabricio Rodriguez
422 N. St. NW
Washington District of Columbia 20001

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Fabricio Rodriguez



Christy Sullivan
1492 Kingstream Dr
Herndon Virginia 20170

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Christy Sullivan



Katherine Yemelyanov
631 N Ripley Street
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Katherine Yemelyanov



Sandy Sullivan
21028 Lemon Springs Ter.
Ashburn Virginia 20147

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301 King St, Alexandria, VA 22314

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Sincerely,
Sandy Sullivan



Paige Valentine
5524 Peppercorn Drive, Apt
Burke Virginia 22015

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301 King St, Alexandria, VA 22314

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Sincerely,
Paige Valentine



Sonia Vasquez Luna
10186 Ponderosa Pine Court
Manassas Virginia 20110

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Sincerely,
Sonia Vasquez Luna



Felicia Sharp
13685 Kitty Hawk Way Apt 304
Woodbridge Virginia 22191

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Felicia Sharp



Kirk McPike
1325 N Ivanhoe St
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Kirk McPike



Jose Lebron
457 N Armistead St
Alexandria Virginia 22312

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Jose Lebron



Marieglorie Zapata
5510 ascot ct
Alexandria Virginia 22311

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

Dear Mayor Wilson, Vice Mayor Elizabeth Parker-Bennett and City Council Members Amy Jackson, Canek Auirre, Del Pepper, John Chapman and Mo Seifeldein,

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In summary, we urge you to adopt a collective bargaining ordinance that meets the same standards as our neighbors in Maryland, the District of Columbia, and states and local governments across the country. City employees deserve nothing less.

As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Marieglorie Zapata



Edil Sepulveda
2000 Huntington Ave
Alexandria Virginia 22303

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Edil Sepulveda



Marie Therese Kane
636 Oakland Terrace
Alexandria Virginia 22302

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Florence Kane
636 Oakland Terrace
Alexandria Virginia 22302

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Florence Kane



Brian Kane
636 Oakland Terrace
Alexandria Virginia 22302

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Brian Kane



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636 Oakland Terrace
Alexandria Virginia 22302

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Sincerely,
Brian Kane



Virginia Kane
636 Oakland Terrace
Alexandria Virginia 22302

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301 King St, Alexandria, VA 22314

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Sincerely,
Virginia Kane



John Ertl
313 Huntley Avenue
Charlottesville Virginia 22903

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
John Ertl



Richard Chapman
4308 Loyola Ave
Alexandria Virginia 22304-1034

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Richard Chapman



Samuel woldehawariat
7305 rokeby dr
Manassas Virginia 20109

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301 King St, Alexandria, VA 22314

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Sincerely,
Samuel woldehawariat



Christi Fanelli
1817 N Quinn St, #311
Arlington Virginia 22209

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Christi Fanelli



Matthew Richard
854 Patrick Henry Drive
Arlington Virginia 22205

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301 King St, Alexandria, VA 22314

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Sincerely,
Matthew Richard



Shirley Cherkasky
400 Madison St. #604
Alexandria, VA Virginia 22314

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301 King St, Alexandria, VA 22314

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Sincerely,
Shirley Cherkasky



Christy Sullivan
1492 Kingstream Dr
Herndon Virginia 20170

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301 King St, Alexandria, VA 22314

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Sincerely,
Christy Sullivan



Brian Killebrew
17 Nostalgia Lane
Summit point West Virginia 25446

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301 King St, Alexandria, VA 22314

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Sincerely,
Brian Killebrew



Anonymous Anonymous
123 Nowhere
Nowhere Virginia 22302

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Sincerely,
Anonymous Anonymous



John MacKinnon
4530 Raleigh Ave APT 204
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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John MacKinnon



Morgan Frankena
23 S French St.
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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As always, we appreciate your leadership, your service to the citizens of Alexandria, and your interest in working collaboratively with the City's workforce.

Sincerely,
Morgan Frankena



Laura Perille
400 Cameron Station Blvd Unit 308
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Laura Perille



Rebecca Ruck
3754 Gunston Road
Alexandria Virginia 22302

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Rebecca Ruck



Katherine Weller
26 Fort Williams Pkwy
Alexandria Virginia 22304

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Katherine Weller



Katie Bacon
620 N pegram st
Alexandria Virginia 22304

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301 King St, Alexandria, VA 22314

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Sincerely,
Katie Bacon



Carolyn Vernan
415 Stanton Place
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Carolyn Vernan



Bryan Noble
2403 Leslie Ave
Alexandria Virginia 22301-1112

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Bryan Noble



Michael Barnett
1008 North Pelham Street
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Michael Barnett



Ameena Hijazi
520 N Pelham St
Alexandria Virginia 22304

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Ameena Hijazi



David Lukes
15714 Palermo terr
Woodbridge Virginia 22191

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
David Lukes



Durant Cephers
4609 Seminary Rd
Alexandria Virginia 22554

Attention
Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Durant Cephers



George Sambono
824 Benjamin Place
Virginia Beach VA 23454

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
George Sambono



Tim Beaty
116A E Glebe Rd
Alexandria Virginia 22305

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Alexandria City Council and Mayor Wilson
301 King St, Alexandria, VA 22314

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Sincerely,
Tim Beaty



Hannah Tiner
Washington District of Columbia 20852

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301 King St, Alexandria, VA 22314

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Sincerely,
Hannah Tiner



Ashley Stant
100 Century Dr
Alexandria Virginia 22304

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301 King St, Alexandria, VA 22314

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Sincerely,
Ashley Stant



Daniel Clark
100 Century Drive
Alexandria Virginia 22304

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301 King St, Alexandria, VA 22314

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Sincerely,
Daniel Clark



Sabrina Wear
706 Grandview Dr.
Alexandria Virginia 22305

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301 King St, Alexandria, VA 22314

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Sincerely,
Sabrina Wear



We Make DC and VA Happen!

American Federation of State, County and Municipal Employees, AFL-CIO

TEL (202) 254-6506 FAX (202) 254-6531 WEB www.districtcouncil20.org 100 M Street, SE, Suite 250 Washington, DC 20003

District Council 20 Public Comment

Re: Ordinance 21-0680 - Introduction and First Reading. Consideration. Passage on First Reading of an Ordinance to amend Title 2 of the Code of the City of Alexandria, Virginia, General Government, Chapter 5, Officers and Employees, by adding Article E, Collective Bargaining.

Attn: Alexandria City Clerk Gloria Sitton, gloria.sitton@alexandriava.gov.

Dear Mayor Wilson & Members of the Council,

AFSCME District Council 20 and Local 3001 members live and work in the City of Alexandria and have a vested interest in securing a strong ordinance that reflects the true spirit of collective bargaining. As written, we are opposed to this ordinance because it mirrors the failed policy of former Wisconsin Governor Scott Walker, limiting public employees bargaining rights to wages and benefits. We know that employees not having a voice on other important matters at work translates to lower quality vital public services for residents. We stand in solidarity with the coalition of labor organizations and the community in calling for the following issues the coalition has raised to be resolved prior to passage:

The unions representing the city's employees are unanimously opposed to the City's proposal on collective bargaining. The proposed ordinance prepared by the City Manager and City Attorney is not collective bargaining, but a policy that will stifle employee voice. It severely limits the issues on which workers can engage to wages and benefits and provides the City Manager with unilateral discretion to remove workers from bargaining units. Rather than use neutral parties to resolve disputes, it creates a process where the City Manager almost always has the last word. This is not collective bargaining; this is the status quo. Workers expect a policy broadly consistent with the policy adopted with near unanimous support among Democrats in the House of Delegates last year. It should be consistent with the standards in the proposed federal Public Service Freedom to Negotiate Act. The city's proposed policy is very similar to the policy imposed by Wisconsin Governor Walker in 2011.

The city's proposal severely limits the issues on which employees may engage in collective bargaining. The proposed ordinance limits the scope of bargaining to wages and benefits thereby removing other issues related to employee working conditions, such as safety and scheduling procedures, from discussion. The ordinance also proposes a very restrictive "management rights" section which would impair meaningful bargaining independent of the express limitation on bargaining to wages and benefits. The unions have suggested a management rights section modeled on the federal sector. Most observers would characterize the federal sector management rights clause as fairly restrictive of bargaining. The city staff proposal limits bargaining to such a degree that it cannot be fairly characterized as providing for collective bargaining rights.

The city's proposal vests the City Manager with unilateral discretion to exclude employees from union representation. The city's proposed ordinance defines categories of workers to be excluded from the freedom to be part of a bargaining unit too broadly. All parties agree that "confidential" employees, managers, and supervisors should be excluded from bargaining units. However, the city proposes to use overly broad definitions of these terms and proposes that the City Manager be vested with unreviewable discretion to determine which employees are excluded based on the definitions. The unions propose to use more common definitions of these categories, including using common definitions for public safety supervisors, and to have a neutral party resolve disputes. The unions' proposal strikes this balance. Notably, the city's initial proposal was more inclusive, but the city has inexplicably struck many public safety employees from coverage in its most recent draft.

The city's proposal does not provide for the resolution of disputes by an impartial, professional arbitrator. The city's proposed ordinance would continue to require that workers rely on an outmoded and ineffective grievance procedure that uses a panel of unprepared laypeople to make decisions resolving conflicts including disciplinary appeals. The procedure also would vest the City Manager with excessive authority to reverse decisions, determine whether cases can be heard and otherwise dominate the process. Workers deserve a fair and impartial grievance procedure based on the prevailing standards of labor relations throughout the public and private sectors. Legal research concludes that such a procedure is consistent with Virginia law.

The city proposal does not have procedures to provide for the resolution of an impasse in negotiations. The collective bargaining process is most effective when there is a procedure in place to provide for finality. Often, the existence of a procedure to provide for finality facilitates labor – management agreement. When one party has the "last word," negotiations and compromise can be frustrated, and the process can become meaningless. The unions have proposed that impasses in negotiations be resolved by an independent neutral party, subject to approval by the City Council of any matter requiring the expenditure of funds. The lack of a meaningful process to foster agreement combined with the restriction on the subjects of bargaining will make the process indistinguishable from the *status quo*.

The city's proposal stifles employee self-expression by grouping employees from diverse occupations together in a bargaining unit. Because there are a wide diversity of occupations and functions within city government, there should be a reasonable number of bargaining units to provide for sufficient employee self-expression regarding their choice to be represented, or not, by a labor organization. But having a reasonable number of units available to choose representation does not mean that we must necessarily have a proliferation of negotiations. The unions proposed, and the city agreed, that matters of common concern across the non-public safety bargaining units can be addressed at a single bargaining table for employees represented by the same union, yet the city continues to insist on inappropriately limiting the number of bargaining of units among non-public safety employees to 2. The unions propose 5.

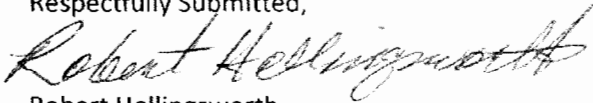
The city proposes to have unfair influence over the selection of the "neutral" third party charged with overseeing complaints and the union recognition process. Typically, a neutral party charged with hearing allegations of unfair labor practices or overseeing the union recognition process is jointly selected by labor and management. However, the city is proposing that the City Manager unilaterally appoint the "neutral" party.

The city proposes that it have the right to decertify a union as the exclusive representative. The

choice to be represented by a union, or to forego representation, should be among the workers themselves. However, the city inexplicably proposes that it have the right to bust the union. There is no reason to create a process that gives city managers the right to initiate a conflict with the workforce. Workers have the right to initiate decertification on their own.

The city's proposal would not prohibit the use of public funds or official position to oppose or support the union. The city has refused to include in the ordinance a proposal from the unions to make it unlawful for the city or its agents to use public funds, or acting in their official capacity to assist, promote or deter exclusive representation or membership in a labor organization. The unions reject the idea that city managers can use taxpayer funds and their official positions to intimidate workers.

Respectfully Submitted,

A handwritten signature in cursive script, reading "Robert Hollingsworth". The signature is written in dark ink and is positioned above the printed name.

Robert Hollingsworth
Executive Director
AFSCME District Council 20

Gloria Sitton

From: kadypay <kadypay@yahoo.com>
Sent: Sunday, March 07, 2021 3:51 PM
To: Gloria Sitton
Subject: FW: Collective Bargaining Rights For Alexandria Workers

Follow Up Flag: Follow up
Flag Status: Flagged

Good afternoon Mayor Wilson, Vice Mayor Bennett-Parker, and Members of City Council:

I have lived in the city of Alexandria for over 30 years. I am currently a city employee and would like to see collective bargaining rights for city employees protected.

We, the undersigned, believe that the collective bargaining process brings the professional experience, ideas, and perspective of employees to the table—and that's good for our communities.

We believe that collective bargaining ensures employees have a genuine voice and provides a process for identifying and meeting challenges for the betterment of our city services. It is not sufficient to say that the City Manager has the "option" to extend bargaining rights to employees; both the union and the city should engage in bargaining on the same basis as millions of other employees.

We believe that successfully bargained contracts help communities attract and retain the best employees. Lack of a meaningful voice at work, low pay, and benefits are reasons why people leave their jobs. Collective bargaining can help ensure the workers of our city have good working conditions and are paid a professional wage with adequate benefits.

We believe that collective bargaining offers an avenue to address racial and social inequities in our communities and schools.

Further, we believe that limiting the scope of bargaining here in Alexandria before it's even had a chance to achieve its goals is wrong and misguided. Let's bring ALL the issues that matter to the table!

The Education Association of Alexandria (EAA) stands with the unions representing Alexandria City employees in opposing the City Manager and City Attorney's proposal on collective bargaining.

Thank you,

Kadysia Gibson

703 863 9183

Gloria Sitton

From: Mighty Minutes with Ms. Debbie! <dn10c.my@gmail.com>
Sent: Sunday, March 07, 2021 9:07 AM
To: Gloria Sitton
Subject: [EXTERNAL]Yes for Collective Bargaining for Teachers in ACPS

Follow Up Flag: Follow up
Flag Status: Flagged

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Deborah Napoleon, M.Ed
Author of Dusty's Awesome Alphabet Sounds
Book Trailer- <https://youtu.be/wi9UGHhN9P0>
Author Page- amazon.com/author/deborahnapoleon
You know better, you do better...

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