

Please provide input or questions you may have on the proposed ordinance.		Please provide your contact information (required if you wish to have a question answered)		
Open-Ended Response	Please provide your affiliation.	Name	City/Town	Email Address
Fire Lieutenants, Fire Captains, and Police Sergeants are NON-EXEMPT/hourly employees under the FLSA. Why has city management non included them in the ordinance? They can negotiate a separate labor contract. Every other jurisdiction in the DC metro area that has collective bargaining includes these type of employees in their labor contracts.	I am a City of Alexandria employee; I am affiliated with an association			
If you truly valued diversity, equity, and inclusion, you would amend the ordinance to allow more than just wages and benefits to be negotiated. By denying the black and brown members of the working class the human right to shape their own working conditions, you all (in the supposed name of "government efficiency") are perpetuating institutional racism and the rigged status quo. So don't give lip service to being champions of diversity and equity, when your actions reflect quite the opposite. The only way you can be anti-racist is to amend the ordinance to allow BIPOC to have a voice in their own labor. Period.	I am a resident living within Alexandria city limits			
What is the point of collective bargaining if only wages and benefits are allowed to be negotiated? Working conditions are the real issue. In my department, we routinely have unannounced (issue 1) meetings that go 30 to 120 minutes, yes 120 minutes, past the end of our contractual work day (issue 2). If we dare speak up as workers, we'd be retaliated against (issue 3). Your use of COVID-19 as a rationale for why you need to stay nimble in operations is exploiting a pandemic. Add in language that if public health emergencies, etc have been declared, then mgmt reserves right to suspend temporarily certain contract provisions if you are worried about pandemic nimbleness. To deny workers the right to be treated with dignity is egregious in the current ordinance.	I am a City of Alexandria employee	Can't give for fear of discipline since have no union rights on discipline	Can't give for fear of discipline	
4 In full support	I am a resident living within Alexandria city limits	Sydney Evans	Alexandria	sydney.strader.evans@gmail.com
5 You need to abide by the spirit of this code in order to foster an equitable working environment for public employees.	Former resident and City employee.			
6 I oppose any recognition of or entering into any agreement with labor unions or associations. This will not create a effective and efficient government. This will only lead to the inevitable labor strikes and a disruption of services.	I am a resident living within Alexandria city limits			
7 I'd prefer if the scope of bargaining did not include disciplinary matters, especially given recent issues of police misbehavior and city employee embezzlement.	I am a resident living within Alexandria city limits	Allen Irwin	Alexandria	allen.irwin@gmail.com
8 I strongly support the right for employees to collectively bargain with there employer. It is essential to protecting the rights and livelihoods or citizens and key to managing runaway economic inequality. I would encourage the City to expand the right to bargain to as many employees as possible. Salaried "managerial" and supervisory employees are also vulnerable exploitation as they can be induced to work 50 60 hours per week without more compensation and vulnerable to work life imbalance with 24/7 expectations around email and cellphones.	I am a City of Alexandria employee			
9 I am very happy in the City without a union. But I do know that there is often a need for a union to represent employees. I was a member of a union in a regional municipality that needed to have one because of significant bad behaviors. The union was also the only way to get many answers about personnel policies. Here in the City I have gotten clear answers about policies and process. Much more so than even private industry. But the flip side is that several bad employees stayed employed as a result of the efforts of the union. Does this ordinance still allow the dismissal of employees through due process? Does the City have total control of health benefits finds left over or are they always kept in the fund to offset future costs? Does the City publicly include staff comments to changes to personnel policies for fair consideration?	I am a City of Alexandria employee			
10 Yes please! Alexandria should put this into immediate action for the betterment of the entire community. It is important to feel supported as a citizen in this area and this could be vital for those who are under or misrepresented. Thank you!	I am a resident living within Alexandria city limits	Kalie Benjamin	Alexandria	kdbenj15@gmail.com
11 It's a great thing that should never have be outlawed. Too long coming.	I am a resident living within Alexandria city limits	Andrew Benjan	Alexandria	a.benjamin.88@gmail.com
12 In favor of the ordinance	I am a resident living within Alexandria city limits	Kyle Benjamin	Alexandria	kbenjamin1594@gmail.com
13 Please do not institute a local collective bargaining agreement. Like FDR, I believe public sector unions have "insurmountable limitations when applied to public personnel management."	I am a resident living within Alexandria city limits	Maria Brember	Alexandria	Mariabremberg@gmail.com
14 Add Police Supervisors (Sgts. and Lts.) back to the bill which is what you told us you would be doing. Don't change the bill last minute without speaking with the unions.	I am a City of Alexandria employee			
15 Allowing city employees to collectively bargain is a terrible idea. Public sector unions lead to higher costs and worse outcomes.	I am a resident living within Alexandria city limits			

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16 The City had originally included Police LTs in this policy. The draft they shared with the Unions even stated as such - but then, last minute, removed them without notification or discussion. We are just now learning of this material change. I am very disappointed with the lack of transparency in this regard. It feels like gamesmanship, and ironically, in contrast with the spirit of collective bargaining. If the City wished to make this material change, then I believe it would only be appropriate to provide advance notification and engage the stakeholders in discussion	I am a City of Alexandria employee; I am affiliated with an association	Jason North	Alexandria	jason.north@alexandriava.gov
17 I support Alexandria first responders and their ability to collectively bargain	I am a City of Alexandria employee; I am affiliated with an association			
18 I don't understand the reason for the exclusions as to who is ineligible to bargain. Why should management be keeping secrets from employees about budget and personnel costs, and how is that bargaining in good faith?	I am a City of Alexandria employee	Eleanor King	Alexandria	eleanor.king@alexandriava.gov
19 I strongly oppose this ordinance and any form of collective bargaining by employees : 1) Why was the public (also known as the taxpayers who pay your salaries) given notice on Friday, February 5 that Council would be deciding this on February 9? The document says the City Manager has been quietly plotting with the employees for months to ram this through. The public should be given a meaningful opportunity to weigh in. 2) How much additional taxes will the public be required to pay after bargaining is imposed? And the City Manager should tell the public exactly which taxes he proposes to raise and other spending cuts he proposed to pay these benefits? 3) The document says that had collective bargaining been in place the city's ability to Respond to emergencies such as Covid would have been more difficult. Isn't that a serious problem with allowing any collective bargaining over any issue? 4) Has the city manager read any article on the problems localities in California and elsewhere have had with paying for lavish pension and other retiree health benefits that were promised to unions? Why will Alexandria's experience be any different?	Former resident			
20 It seems very complicated, but I suppose a step in the right direction.	I am a former City of Alexandria employee.			
21 This is a great ordinance and should be enacted immediately.	I am a City of Alexandria employee	Walter Watkins	Alexandria	wally.watkinsiv@gmail.com
22 I do not have questions	I am a City of Alexandria employee			
23 Sec. 2-5-69 - Employee Rights. (a) Employees shall have the right to organize, form, join, assist, and pay dues or contributions to employee organizations, to bargain collectively through an exclusive bargaining representative of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid and protection insofar as such activity is not inconsistent with this article or prohibited by any other applicable law. Employees shall also have the right to refrain from any or all such activities. ----- How can City employees have "an exclusive bargaining representative" if there is no unanimity amongst the employees regarding Union participation. How will non-union employees be represented? Will the agreements reached by the union member employees be applied equally to the non-union employees, or will the City adopt separate rules and regulations for each constituency?	I am a City of Alexandria employee	Stiles Peabody		stiles.peabody@alexandriava.gov
24 What is the cost to the employee to be part of the union? Representation and bargaining require funding and employees/beneficiaries would be the ones expected to pay for them. Is there the ability to opt in or opt out, or is it all or nothing? Is there any thought to increasing salaries? Compared to surrounding cities/counties, Alexandria does not pay competitively. I have thought about working at Arlington where I would get a \$20k increase to do less. Even the Town of Herndon offered a higher salary than the one I currently am paid now. That is really my only concern with working for the City and would be one of the reasons I would support a union.	I am a resident living within Alexandria city limits			
25 If you truly valued diversity, equity, and inclusion, you would amend the ordinance to allow more than just wages and benefits to be negotiated. By denying the black and brown members of the working class the human right to shape their own working conditions, you all (in the supposed name of "government efficiency") are perpetuating institutional racism and the rigged status quo. So don't give lip service to being champions of diversity and equity, when your actions reflect quite the opposite. The only way you can be anti-racist is to amend the ordinance to allow BIPOC to have a voice in their own labor. Period.	I am a resident living within Alexandria city limits			