



Durham Workers' Rights Commission September 23, 2025

Location: Durham City Hall

In Attendance: Chair Ballan, Vice Chair Reinstein, Former Chair Luster, Commissioner Fenerty, Commissioner Medelius, Commissioner Taylor, Secretary Morell, Commissioner, Commissioner, Commissioner Martin, Commissioner Wegwert

AGENDA ITEMS:

CALL TO ORDER: 6:04 PM

MINUTES/OLD BUSINESS:

6:05 minutes from last meeting approved.

PUBLIC COMMENTS:

None.

NEW BUSINESS:

1. Commissioner Medelius updated the Commission on the City Council passing 4th Amendment Workplace Resolution, which was a joint effort between Siembra NC and Durham CAN.
2. The Commission discussed the plan for holding the City Manager accountable for putting in place the 4th Amendment Workplace Resolution policies.
 - a. Commissioner Medelius will set up a meeting with a point person at Siembra so that the DWRC can establish a relationship with the organization. The ideal timing for this will be before our October meeting.
 - b. The next step will be to email the Durham City Manager, Bo Furgeson to ask where the City is in the implementation process of the approved 4th Amendment Workplace Resolution. This email would also include the point person at Siembra.

- c. The concurrent next step will be for the DWRC to meet with some City of Durham department heads in order to establish lines of communication and solidarity. The departments that will be most strategic/most high-priority include:
 - i. Departments which have a locus of work outside of the City Council building.
 - ii. Departments with blue collar workers.
 - d. If needed, DWRC could set up a meeting with City Manager Furgeson, Siembra, and department heads, in order to hold the City Manager accountable to the policies of the 4th Amendment Workplace Resolution.
3. Commissioner Medelius updated the DWRC on the Intercommission Board Resolution: a project that members of a few commissions, boards, and committees started working on after meeting up at the Volunteer Appreciation Reception in September. Commissioner Medelius has drafted a letter of request, which he plans on sending out to the DWRC for review. The letter will then be shared with the other commissions, boards, and committees for review. The letter will request the following for each commission, board, and committee: a website, an official email address, an appointed City Council liaison, and usage of City Council building space (once per month). The letter will also request a 90 minute audience with the City Council to propose a united budget request, on behalf of all commissions, boards, and committees involved.
 - a. The DWRC discussed what else we could ask of the City Council, and briefly discussed the known constraints around holding a hybrid meeting (or virtual office hours). Assistant City Clerk Ashlee Adams informed the commission that the constraints have to do with digital security (and city budget).
 - b. The DWRC will attend the BCCT Roundtable (via Zoom) in October to ask the City Clerk and City Attorney's offices what is feasible to ask for.
4. Chair Ballan briefed the DWRC on Troublemakers School (held on September 20). Chair Ballan also gave a report on the Research Committee. The commission briefly discussed the merits of either having a workplace survey or a binary system of workplace endorsement. There is wide support for a binary system, which the commission sees as more economical.
5. Secretary Morell reported on the DWRC Google Drive. All Commissioners should have access and should familiarize themselves and make any comments, requests, and adjustments.
6. Commissioner Martin gave an update from her work with the Research Subcommittee:
 - a. Commissioner Martin has been working with 6 undergraduate students at UNC to compile data on the state of work report for Durham.

- b. The data, so far, is meant to paint a statistical picture of working conditions in Durham. The data includes the standard of living, union rate, etc. and the report will use other cities and states that have done similar reporting as models. The data in this report is from multiple years.
- c. The timeline for the report was discussed: Commissioner Martin expects to have a draft of the report by October 14th, present to DWRC and invite comments on Oct 28, and finalize the report by mid-November.
- d. The commission discussed how to report data (narrativized or without analysis, dashboard or fact sheet) and where to host it (PDF, UNC website, or potentially DWRC website, if granted by the City Council).
- e. DWRC will turn this in with our Annual Report.
- f. DWRC plans to also make digestible infographics for social media to spread awareness.

ANNOUNCEMENTS:

1. Vice Chair Reinstein raised awareness for the upcoming Durham Rising rally.
2. Vice Chair Reinstein asked for support for the upcoming Meet and Confer for Durham public school teachers.
3. Former Chair Luster briefed the commission on a meeting between Keith Willard (of Durham Rising) and the heads of the established Duke unions.
4. Commissioner Taylor informed the commission that there will be a Southern Workers Assembly discussion with Davarian Baldwin.

Meeting Adjourned at 7:24 pm

Next meeting: In-person, on October 28th, at 6pm at City Hall

Respectfully Submitted by: Commissioner Morell & Ashlee M Adams, Assistant City Clerk