



Durham Workers' Rights Commission November 25, 2025

Location: Zoom

In Attendance: Chair Ballan, Vice Chair Reinstein, Commissioner Luster, Commissioner Fenerty, Commissioner Martin, Commissioner Medelius, Secretary Morell, Commissioner Robertson, Commissioner Spates, Commissioner Taylor, City Councilor Baker.

Quorum met

Call To Order: 6:06 PM

Minutes/Old Business:

6:08 minutes from last meeting approved.

New Business:

1. Vice Chair Reinstein updated the DWRC on the Durham Public School's Meet and Confer meeting. DPS committed to have Know Your Rights cards at all schools for all families, to have clear training for staff, to have anti-bullying training in-person, and to provide proof of enrollment letters for families. DPS did not yet commit to being a 4th amendment workplace, nor did they commit to Partnering with Public School Strong. The next Meet and Confer will be on December 18th, from 5:45pm to 8:00 pm.
2. Vice Chair Reinstein updated the DWRC on the social media plans, with plans to start the account 'DurhamWorkersRights' on Instagram.
 - a. Chair Spates suggested that the DWRC make our own email for this account.

- b. DWRC Social Media Subcommittee agreed to slowly build more accounts after starting with Instagram.
3. Chair Martin updated the DWRC on the State of Working Durham.
 - a. Chair Martin saved the current draft of the document in the DWRC Google Drive. She requested comments be added by December 7th. Feedback could be formatting or substantive.
 - b. After this draft, the DWRC will get one more revision after this. After presenting this final draft to the DWRC, the commission will make it a public document.
 - c. In looking where the DWRC could host and showcase the document, the DWRC could host the document:
 - i. either UNC website or
 - ii. perhaps a Commission website.
 - d. The Commission began planning to host an in-person presentation of the State of Working Durham.
 - i. The Commission discussed announcing this in-person presentation via social media as well as notifying Durham worker organizations.
 - ii. The Commission was in consensus that there should be a celebration of the work, a knowledge share, and a bit of self-promotion of the DWRC.
Commissioner Morell agreed to take lead on planning the event.
4. Chair Ballan checked in with the DWRC about the 4th Amendment Workplace Resolution follow-up that the Commission had previously planned. The point of action that the Commission identified was to get in touch with our Siembra contact, Mike Ramoz, who will be able to let us know if Siembra trained City employees.
5. Because the project to follow up with the Amendment Workplace Resolution has been slow, a discussion about our Commission's efficacy was opened.
 - a. Task tracking is needed.
 - b. The DWRC should look into Trello, Monday, and similar trackers.
 - c. Subcommittee meetings should be prescheduled.

- d. Chair Luster pointed out that it would be most effective to plan the 2026 year's work in December or January.
 - e. Chair Luster suggested that the DRWC also make a retrospective report for 2025, citing the reports on *2024 Boards, Committees, and Commission's Annual Reports* page on the Durham County Website as examples.
 - f. Chair Luster also suggested that the Commission add a standing "update" in each agenda.
 - g. Bri to take lead on the secretarial Jira/Trello/whatever.
- 6. DWRC discussed the 2025 Yearly Report. Commission agreed to work on it asynchronously. Commissioners Fenerty and Reinstein to clean up the draft that all commissioners asynchronously work on.
 - 7. For the month of December, DWRC will not convene as a whole, but all subcommittees are expected to meet and/or work.

ANNOUNCEMENTS

- 1. Meet and confer meeting on December 18th, from 5:45pm to 8:00 pm
- 2. State of Working Durham comments to be turned in by December 7th
- 3. December DWRC meeting cancelled
- 4. Add info to the 'Draft/info dump for 2025 Annual Report' document so that Reinstein and Fennerty can clean it up.

Meeting Adjourned at 7:06 pm

Next meeting: January 13th, 6:30pm, Durham City Council

Respectfully Submitted by: DWC Commissioner Morell

Recorded by: Ashlee M Adams, Assistant City Clerk