



Durham Workers Rights Commission Meeting 1.28.2025- Virtually via Zoom

Attendees: Chair Luster, Vice Chair Powell, Elise Ballan, Michael Lyon, Nina Martin, Kaiya Taylor, Gary Wood, Council Member Rist

Agenda Items:

CALL TO ORDER: 6:04pm

PUBLIC COMMENTS – No Public Comment

MINUTES/OLD BUSINESS

- A. Note: DWRC minutes for September and October was moved and approved at 6:06pm
- B. Chair Luster went over the mission statement of the commission in opening comments.

COMMITTEE UPDATES:

- Council Member Rist joined the commission meeting.
 - a. He expressed sitting in on the meeting to communicate the needs of the commission back to the Mayor.
 - b. The Commissioners made introductions and concerns were shared with Council Member Rist.
 - c. The commissioners expressed that no representative has been present during the meetings when it stated it would be.
 - d. No concerns were shared from the sub-committee group.
 - e. Chair Luster shared the accomplishments
 - i. Worker's Bill of Rights that was approved by council
 - ii. Continuing work to develop the Workers' Survey
 - f. Chair Luster expressed how difficult it is to continue the mission work with little to no support and resources.
- Commissioner Ballan shared the background of the sub-committee mission with Council Member Rist
 - a. She explained the operations of handling the surveys and how the information would be gathered.
 - b. She explained that logistics of gathering the data and there was no way to ensure that the participants information would be confidential.
 - i. Legal stated all information received would be public record
 - ii. Found it difficult to collect data in a confidential way
 - c. Vice Chair Powell shared the history of the creation of the Workers'+ sub-committee led by Council Member Jillian Johnson.
 - i. Was created to score business practices for local businesses for local workers but using a rubric scoring system.
 - ii. Found challenges in collecting data without using personal information of the participants.

- d. Council Member Rist stated that City including Council Members are appreciative of the work the commission is doing.
- Chair Luster asked the Commission if they wanted to share thoughts or concerns on the direction of a new project.
 - a. Commissioner Ballan shared her thoughts of creating a quiz to post for workers to participate in.
 - i. Grade geared for the workplace
 - ii. Online quiz where businesses can take confidentially
 - b. Vice Chair Powell agreed with Commissioner Ballan thoughts
 - i. The Commission has the technical resource to proceed with this
 - ii. Will generate conversation in the workplace by using the quiz
- Chair Luster shared the establishment of organizing portal that would connect workers in Durham with established unions.
 - a. Chair Luster stated that it's on the FLCIO* website.
 - i. The portal would be shared through the DWRC social media pages.
 - ii. Having a presence at the workers' assembly to share information.
 - iii. Plan to support and advocate for individuals that need it within the unions.
- Chair Luster stated that he will be transitioning out of his appointment term due to the 3-year term cap.
 - a. He is advertising for his current Chair position/duties.
 - i. Point person for the commission
 - ii. Keep up with the current roster
 - iii. Manage behind the scene items
 - b. If you are interested, please reach out to Chair Luster
- Vice Chair shared his experiences on the Commission
 - a. He shared that the Amazon workers (Garner) are having an election in February; he suggested to pass a resolution to support the workers there.
 - b. Commissioner Taylor shared that the rally would be held in Garner in February. She suggested to come out in support, you can contact her personally or in the GroupMe for more information.
 - c. Vice Chair Powell stated he could write a social media statement in support of the Amazon election.
- Council Member Rist shared ideas by looking at the Commission Bylaws.
 - a. His idea that a resolution could be created in support of the Amazon workers if it was brought before council.
 - b. He shared what he will bring before the council and others at the Legislative meeting at the end of the week.
- Chair Luster asked would a Commissioner member be able to sit in meetings and provide/recommend input.
 - a. He shared meeting operations with former City Manager Page.
- Council Member Rist shared different ways of the Commission to get their voices heard.
 - a. Work Session Public Comments
 - b. If a bigger issue need to be brought before council, Commissioners could go through the Liaison to start the process of putting the item on the agenda.

- c. He shared that some boards/commissions share what they have been working on within the commission

ANNOUNCEMENTS-

- A. Chair Luster extended his appreciation to the members on the commission for their time. He extended a thanks to Council Member Rist for sitting in on this meeting.

Meeting Adjourned at 6:47pm

Next meeting: February 25th at 6pm via Zoom

Respectfully Submitted by: Ashlee Adams, Secretary to Workers' Right's Commission.