

Scott Stone

October 26, 2011

Dr. Dan Murrey
Executive Director
Charlotte 2012 DNC Host Committee
400 South Tryon Street, Box 500
Charlotte, NC 28202

CC: Mayor Anthony Foxx
Co-Chair, DNC Host Committee
City of Charlotte
600 East Fourth Street
Charlotte, NC 28202

Dear Dr. Murrey:

I am writing to you and Mayor Foxx, as the local leaders of the Host Committee, with a request. My request stems from a concern that I have as well as a concern which has been expressed to me by many of my fellow citizens across Charlotte.

As the DNC Host Committee is about to award its first set of contracts to vendors, we remain troubled by the provision of the contracts which require all vendors sign a Project Labor Agreement. Even more troubling is that the scope and details of the Labor Agreement have not been publicly released as the current RFPs reference a "future project labor agreement" to which the vendors will be a party.

For the good of our city and to ensure transparency within this process, I am formally and respectfully requesting that the DNC Host Committee release a copy of any and all Project Labor Agreements that vendors will be required to sign.

Charlotteans are proud to live and work in a Right to Work state. However, Project Labor Agreements, like the one the DNC will require, can often set dangerous requirements which push workers toward unions, increase costs, or make it more difficult for local employees to participate in the projects. Given that many representing the 2012 Convention have expressed an insistence to "maximize union labor" and the fact that we have very limited local union labor, I am sure you can understand my concern that these much-needed jobs will go to out-of-state union workers.

Common requirements of a Project Labor Agreement can include, but are not limited to:

- Participation goals or requirements (in man-hours or revenues) for unionized workers or union affiliated companies;

- Requirements for workers to begin paying dues to organized labor affiliated members, such as the AFL-CIO;
- Requirements for workers or companies to be affiliated with organized labor after the project is completed or for other projects which are unrelated;
- Requirements that dues to be paid to the affiliated labor organization will be retroactive to an arbitrary previous date;
- Agreement by participating companies to allow or encourage union organizing votes within their shops, including multiple times over the course of several years into the future;
- Requirements that all participating companies obtain their workers from union hiring halls;
- Requirements that union personnel have access to job sites to ensure compliance with the Labor Agreement, regardless of personnel's involvement in a specific project, and that payment of this oversight personnel could be the vendors' responsibility; and / or
- Requirements that all materials and equipment used, installed or utilized by convention vendors are furnished by union affiliated organizations.

As you can see from the list of common Project Labor Agreement requirements above, the potential impacts can last long after the convention adjourns. Furthermore, given the difficulties the Host Committee is having raising money, releasing the details of the Labor Agreement is even more important as these requirements have been shown to often increase construction costs by an average of 12 – 15%.

I am confident that you will agree that an open and transparent process for contracts and all aspects of the Convention is in the best interest of Charlotte and the DNC. Therefore, I am hopeful that the DNC Host Committee will immediately release a copy of any and all anticipated Project Labor Agreements which could be enforced on vendors associated with the convention.

I am also calling on Mayor Anthony Foxx, in his role as Co-Chair of the DNC Host Committee, to join me in this call for transparency and a release of any and all required convention Labor Agreements. The people of Charlotte deserve nothing less than a completely transparent process.

Thank you for your attention to this important matter.

Sincerely,

Scott Stone