

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into between the City of Richmond (“City”) and Richmond Sanitary Service, Inc. (“RSS”) in connection with the Teamsters Local 315 organized labor work stoppage (“Work Stoppage”) that occurred between July 8, 2025 and July 21, 2025, in order to fully and finally resolve any and all outstanding claims and demands asserted by City as a result of the Work Stoppage.

RECITALS

1. Republic provides collection services for the collection, processing, and disposal of solid waste, recyclable material, and organics to residents, multi-family and commercial customers in the City pursuant to an exclusive Franchise Agreement dated July 1, 2025 (“Agreement”).
2. On July 8, 2025, without any prior notice to RSS, a labor sympathy action began involving Teamsters Local 315 which impacted collection and transport operations covered by our Agreement.
3. The Teamster Work Stoppage was not a strike against RSS; rather, this was a sympathy or “solidarity” refusal by Teamster employees to cross a picket line established by other Teamsters union locals orchestrated at RSS’s facility.
4. RSS’s Teamster employees refused to cross the picket line resulting in the Work Stoppage.
5. In recognition of the inconvenience caused by the delay in collection services for most residential and some multi-family and commercial customers in the City in July 2025, RSS has offered to provide credits to residential customers in the City.

AGREEMENT

NOW THEREFORE, the City and RSS agree as follows:

1. One Time Residential Collection Credit. As a result of good faith negotiations between RSS and City, the Parties have agreed that in order to resolve any and all claims of City arising out of or related to the Work Stoppage, RSS shall provide a one-time credit to residential customers in accordance with Exhibit A attached hereto, per missed pickup event, for missed residential collection events occurring during the Work Stoppage. The credit will be applied on or before the January 1, 2025 RSS invoice to residential customers. The amount of the one-time credits to be applied to residential customer accounts is set forth in the attached Exhibit A, incorporated by reference as though fully set forth herein.
2. General Release. In consideration of RSS providing the residential credit as set forth in paragraph 1. above, City fully releases and forever discharges RSS and its members, officers, directors, employees, parent companies, sister companies, subsidiaries, divisions, agents, attorneys, and assigns, from any actions, causes of action, suits, debts, charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, costs,

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EXHIBIT A

RESIDENTIAL CREDIT (Single Family Dwellings and Multi Family Dwellings with Less Than 5 Units)

	Subscribers	Monthly Rate	IRRF Surcharge	Service Rate	Franchise Fee	Monthly Rate	Weekly Rate	Credits for 2 Misses	Total Credits
20 gal	4251	\$43.89	(\$10.82)	\$33.07	(\$5.79)	\$27.28	\$6.30	\$12.60	\$53,569.96
20 gal senior	617	\$38.89	(\$10.82)	\$28.07	(\$4.91)	\$23.16	\$5.35	\$10.70	\$6,599.69
35 gal	21991	\$55.83	(\$19.00)	\$36.83	(\$6.45)	\$30.38	\$7.02	\$14.03	\$308,633.27
35 gal senior	1026	\$50.83	(\$19.00)	\$31.83	(\$5.57)	\$26.26	\$6.06	\$12.13	\$12,444.57
35 gal low inc.	10	\$50.83	(\$19.00)	\$31.83	(\$5.57)	\$26.26	\$6.06	\$12.13	\$121.29
65 gal	1875	\$109.08	(\$35.31)	\$73.77	(\$12.91)	\$60.86	\$14.06	\$28.11	\$52,708.07
65 gal low inc.	1	\$104.08	(\$35.31)	\$68.77	(\$12.03)	\$56.74	\$13.10	\$26.21	\$26.21
95 gal	306	\$164.15	(\$53.01)	\$111.14	(\$19.45)	\$91.69	\$21.18	\$42.35	\$12,959.49
Total	30,077							Total	\$447,062.56

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