



Collective Bargaining Update

Personnel and Reorganization Committee

Cathy Spage

Director, Department of Human Resources

March 2022



Collective Bargaining Update

- Labor Relations Administrator (LRA) Search Process Update
 - Position advertised through the County's Employment portal (vs. RFP)
- LRA Search Timeline
- LRA Selection Committee
- New Guidance
 - Employee and Employer Rights under the Collective Bargaining Ordinance
- Next Steps



DATE	ACTIVITY
April 1, 2022	LRA job posting/advertisement closes
Week of April 4	Resumes/Applicant information to be sent to Selection Comm. members
Weeks of April 4, April 11, April 18	Resume Review by the Selection Committee members
Weeks of April 25, May 2, May 9	Conduct LRA Interviews
Week of May 16	Conduct Reference Checks
Week of May 23	Selection Committee to refer 3 nominees to County Executive ¹
Weeks of May 23 – June 10	County Executive review & appointment of LRA for BOS consideration
June 28, 2022	BOS Consideration & Confirmation of County Executive Appointment
Summer 2022	LRA to begin term (The County shall negotiate a final contract with the appointed LRA.)

¹Section 3-10-7(d) provides, in part: "Subject to confirmation by the County Board of Supervisors, the County Executive shall appoint the labor relations administrator for a 4- year term from no more than three (3) nominees jointly agreed upon and submitted by: (i) representatives of those employee organizations with at least 300 Fairfax County employee dues-paying members that have notified the County Executive or his designee of their interest in representing bargaining units permitted by this Article, if no exclusive bargaining agents have been recognized at the time the selection process begins, or (ii) by the exclusive bargaining agents of the bargaining units permitted by this Article, and (iii) an equal number of designees of the County Executive."



LRA Selection Committee

- Employee Group Representation
 - Brad Carruthers, Fraternal Order of Police (FOP)
 - Reid Coploff, International Association of Fire Fighters (IAFF)
 - Dave Lyons, Fairfax Workers' Coalition (FWC)
 - Rachel Sandalow-Ash, Fairfax County Government Employees Union (FCGEU)
 - William Thetford, Police Benevolent Association (PBA)
- Fairfax County Government (FCG) Representation
 - Tom Arnold, Deputy County Executive for Safety and Security
 - Phil Hagen, Deputy Director, Department of Management and Budget
 - Cynthia Hudson (outside counsel on behalf of FCG)
 - Ellicia Seard-McCormick, Deputy County Executive for Administration
 - Cathy Spage, Director, Department of Human Resources



Next Steps

- Conduct Labor Relations Administrator (LRA) Interviews
- Revamp & Update Collective Bargaining Web Page
- Develop Communications Plan