

## Responses to Questions on Collective Bargaining

**Requested By:** Supervisor Walkinshaw

**Question 1:** A. What is the breakdown of the time worked by the 2,500\* temporary employees? Please provide the data by category (years worked) and stratify the data by agency. B. What is the breakdown of the number of employees who are *temporary* elections officers vs. *seasonal* elections officers?

**Response:**

- A. Table A indicates the number of temporary employees and the number of years worked by agency. Table B summarizes the number of temporary employees by length of time worked. The data excludes the Economic Development Authority (EDA) and includes one position from the Office of Strategy Management though that position will be moved to another agency.

**Table A. Number of Temporary Employees by Agency**

Agency	< 1 Year	1-2 Years	2-3 Years	3-4 Years	4-5 Years	5+ Years	Total
Board of Supervisors	10						10
Cable & Consumer Services		2	1	1	1	3	8
Circuit Court & Records	6	1				1	8
Clerk Services	1						1
Code Compliance	2	1					3
Community Services Board	12	10	11	12	2	16	63
DPWES Stormwater Management	4						4
DPWES Wastewater Management	1						1
Family Services	3	1	2		1		7
Fire & Rescue	3	12	10	6	3	65	99
General District Court	2	2					4
Health Department	83	4		3		3	93
Human Resources			1	1	2	5	9
Juv. & Domestic Relations Court	4	7	3	3	1	3	21
Land Development Services	5				1		6
Library	12	18	13	18	6	35	102
Management & Budget		1					1
McLean Community Center	17	3	2		3	10	35
Neighborhood & Community Svcs.	119	46	47	31	27	103	373
Office of County Attorney	1						1
Office of Elections	196	39	22	17	27	41	342
Office of Strategy Mgt for HHS	1						1

Agency	< 1 Year	1-2 Years	2-3 Years	3-4 Years	4-5 Years	5+ Years	Total
Park Authority	777	178	126	115	70	320	1,586
Police	1		1			1	3
Procurement & Material Mgmt.					1		1
Public Safety Communications		1					1
Reston Community Center	58	22	19	10	5	40	154
Sheriff		1	1	2			4
Transportation					1		1
Vehicle Services		1				2	3
<b>Total:</b>	<b>1,318</b>	<b>350</b>	<b>259</b>	<b>219</b>	<b>151</b>	<b>648</b>	<b>2,945</b>

**Table B. Total Number of Temporary Employees by Length of Time Worked**

Length of Time Worked	Number of Temporary Employees
< 1 Year	1,318
1-2 Years	350
2-3 Years	259
3-4 Years	219
4-5 Years	151
5+ Years	648
<b>Total:</b>	<b>2,945</b>

*\*The total number of temporary employees noted in this response (Question 1a, Package 5) is higher than the number of temporary employees noted in the response to Question 1, Package 2 due to summer hiring (2,500 vs. 2,900).*

- B. Election officers are categorized as Temporary–Flat Rate Employees and not as seasonal employees. There are only *temporary* elections officers. Additional information on temporary elections officers is included in the response to Question 2 in this package.

**Requested By: Supervisor Walkinshaw**

**Question 2:** Are temporary election officers categorized as seasonal or temporary?

**Response:**

Election officers are categorized as Temporary–Flat Rate Employees. This means that they do not submit hours when they work at the polls. Instead, they receive a stipend payment based on predetermined criteria established by the Office of Elections. The stipend amounts vary from \$175 up to \$250 based on working a full election day. Election workers who work a partial day receive a prorated amount.

As of July 23, there were 6,174 active election officers. Employees who hold a position as an election worker are excluded from this position information.

**Requested By:** Supervisor Herrity

**Question 3:** What ways are unions currently allowed to contact employees? Does the County share employee contact information with unions like name, phone number, mailing address, and email address? Is there a way for county employees to opt out of communication with unions and/or decline that the county shares their contact information?

**Response:**

The County does not have the ability to allow, disallow or otherwise control how unions or other employee groups may contact employees, other than that the County does not permit such activity during an employee's work hours or may, in some circumstances, not permit third-party access to certain workspaces.

The County does not share employee personal information, such as phone number, mailing address or email address, with employee groups. The County is required by the Freedom of Information Act (FOIA) statute to provide the name, position, job classification, official salary, or rate of pay of, and records of the allowances or reimbursements for expenses paid to, any officer, official, or employee of a public body, for all employees whose annual rate of pay is greater than \$10,000.

The FOIA statute does not allow the County to decline to provide the information described above in a response to a FOIA request, despite the wishes of employees. It is possible for an employee group to obtain employee names through a FOIA request and then somehow independently match that information with contact information from other sources. If an employee does not want to receive communications from an employee group, the employee may contact that group and request that the group not contact the employee.

**Requested By:** Supervisor Herrity

**Question 4:** What steps would be needed now for the County to require vaccination or weekly testing for non-vaccinated employees versus the steps needed under a collective bargaining ordinance/agreement?

**Response:**

In a collective bargaining environment, mandatory vaccination/testing may be considered a “working condition” and a topic that may be negotiated. Because we do not currently have a final collective bargaining ordinance setting forth respective union and county/management rights, it is not possible to provide a reliable comparison of steps needed now versus steps that may be required under collective bargaining, and any further response would be purely speculative.