

CHAPTER 15

Employee-Management Relations

To the extent that any provisions of these Regulations conflict with the terms of a Collective Bargaining Agreement (CBA) in effect between the County and an exclusive bargaining representative, the terms of the CBA shall control.

15.1 Objective

The Board of Supervisors believing that the County government shall give full consideration to the concerns of its employees, encourages employees to participate in the decision-making process that affect their employment with Fairfax County.

15.2 Advisory Councils and/or Committees

- 1 The County Executive shall establish advisory councils and/or committees to represent all employees and shall arrange for meetings to consider recommendations or questions of interest to these groups.
- 2 In the development of rules and regulations affecting the competitive service, the County Executive shall consult at the planning stages, when feasible, those employees who will be affected by such provisions.
- 3 Representatives of employee groups are encouraged to present testimony to the Board of Supervisors at times made available for this purpose during the Board's regular business meetings.

15.3 Policy Statement

Provisions for communication between the County government and its employees:

- 1 Are not intended to restrict the communication between appropriate administrative staff members and other employees in administrative and supervisory matters delegated by the Boards to the County Executive and staff.
- 2 Are not intended to limit the opportunities for informal communications.
- 3 Recognize the integrity of the grievance procedure and exclude those incidents to which the formal grievance procedure is applicable.
- 4 Shall be implemented without fear of reprisal.