



Employee Town Hall

August 18, 2021
1:00 p.m.

Agenda

Bryan Hill, County Executive

- Opening comments

Cathy Spage, Human Resources Director

- Basics about collective bargaining in Virginia
- Basics of the county ordinance development process
- Communication opportunities
- Next Steps

- Q&A

Basics of Collective Bargaining in VA

- In 2020, the Governor signed a bill that allows local governments to adopt ordinances permitting collective bargaining. If a local government fails to act, labor organizations may petition the governing body to allow collective bargaining. ([Virginia Code §40.1-57.2](#))
- The new law was effective May 1, 2021.
- The Chairman noted in a Board matter on September 29, 2020, that the Board of Supervisors supported this action in its legislative package.
- The new legislation did not change Virginia's status as a right to work state.
- Local government employees are still not permitted to strike (no change)

Basics of Collective Bargaining in VA

- Collective bargaining is the negotiation process between an employer and a union to create an agreement on employees' behalf over terms and conditions of the workers' employment.
- Collective bargaining in Virginia is new. There may be additional laws, regulations, and judicial decisions.
- Collective bargaining results in a collective bargaining agreement (CBA), a legally binding agreement that lays out policies agreed to by management and labor.
- Management's obligations remain "subject to appropriation."

Basics about the County Ordinance

What are the proposed Collective Bargaining Units (CBUs)?

- Police (uniformed)
- Fire and Emergency Medical Services (uniformed)
- General Government

Basics about the County Ordinance

Who would **NOT** participate, potentially?

- Supervisors and Managers.
- Confidential employees.
- Employees in **Constitutional Offices**, who are prohibited by state statute from participating.
- Temporary employees.
- Employees in the first 60 days of employment.
- Interns or volunteers.

Basics about the County Ordinance

What could be negotiated, potentially?

- Terms and conditions of employment
- Wages
- Benefits
- Working conditions
- Hours and scheduling of work

High level process

- Finalize the draft ordinance.
- Advertise for public hearing on September 14
- Hold public hearing on October 5, after which the ordinance may be adopted.
- The CBUs will be created.
- Where applicable, there will be an election campaign.
- A secret ballot election will be held.
- Bargaining will begin.

Communications

- Board of Supervisor workgroup meetings with union representatives and staff were held February through April 2021.
- Personnel Committee Meetings
<https://www.fairfaxcounty.gov/boardofsupervisors/2021-board-meetings>
 - March 2, 2021
 - May 25, 2021
 - June 29, 2021
 - July 20, 2021
- Town Halls July 15 and August 18 for all employees (will be recorded).
- Provide feedback on the draft ordinance under consideration by emailing collectivebargaining@fairfaxcounty.gov.
- View the website at <https://www.fairfaxcounty.gov/hr/collective-bargaining>.

Next Steps

- Participate by providing feedback on the proposed ordinance.
- Look for new information through the website, NewsLink, and future meetings.
- County management remains neutral and encourages employees to understand their options.
- It is an individual choice to belong to a union.

Questions?

If you have questions during the presentation email
collectivebargaining@fairfaxcounty.gov