



# COLLECTIVE BARGAINING LITERATURE PACKET

## Table of Contents

<b>Chapter 1: Collective Bargaining Code of Virginia</b> .....	3
1:1 Article 2.1. <i>Collective Bargaining for Governmental Employees</i> .....	3
<b>Section 1:2 Loudoun County</b> .....	3
1:2 (a) <i>Code of Loudoun County Chapter 259 Labor Relations</i> .....	3
1:2 (b) <i>Ordinance to Establish a New Chapter of the Codified Ordinances of Loudoun County – New Chapter 259, Labor Relations</i> .....	3
1:2 (c) <i>Loudoun Approves Collective Bargaining Ordinance</i> .....	3
1:2 (d) <i>Loudoun County Budget Board Adopts Fiscal Year 2023 Budget</i> .....	3
<b>Section 1:3 Fairfax County</b> .....	3
1:3 (a) <i>Code of Fairfax County Article 10 – Collective Bargaining</i> .....	3
1:3 (b) <i>Collective Bargaining Human Resources</i> .....	3
1:3 (c) <i>Collective Bargaining Timeline</i> .....	3
<b>Section 1:4 Alexandria</b> .....	3
1:4 (a) <i>Code of Alexandria Article E- Collective Bargaining</i> .....	3
1:4 (b) <i>Collective Bargaining Memorandum</i> .....	4
<b>Chapter 2: Bargaining Rights</b> .....	4
2 (a) <i>Loudoun Supervisors Trim Housing Plan, Collective Bargaining in Next Budget, Loudoun Now, March 17, 2022</i> .....	4
2 (b) <i>Public Employee Pensions and Collective Bargaining Rights: Evidence from State and Local Government Finances (Oct. 2017)</i> .....	4
2 (c) <i>Democratic Lawmakers and Local Governments are all squaring off over Public Bargaining Rights</i> .....	4
<b>Chapter 3: Fiscal Impact</b> .....	4
3 (a) <i>U.S. Bureau of Labor Statistics, Compensation in private industry and state and local government, 3-month percent change</i> .....	4
3 (b) <i>Commission on Local Government, Estimate of Local Fiscal Impact</i> .....	4
3 (c) <i>Compensation Cost Trends in Private Industry and State and Local Governments, U.S. Bureau of Labor Statistics</i> .....	4
3 (d) <i>Government Wage Growth Lags Private Sector by Largest Margin on Record</i> .....	4
<b>Chapter 4: Unions</b> .....	5
4 (a) <i>Unions Can Reduce the Public-Sector Pay Gap</i> .....	5
4 (b) <i>SEIU United Healthcare Workers – West 2020 Dues Policy</i> .....	5
4 (c) <i>Beck Notice CHI and SEIU</i> .....	5
<b>Chapter 5: Misconduct/Abuse</b> .....	5
5 (a) <i>Police Unions and Police Misconduct: What the Research says about the Connection</i> .....	5



## COLLECTIVE BARGAINING LITERATURE PACKET

<i>5 (b) Police Unions: It's Time to Change the Law and End the Abuse, On Labor: Workers, Unions, Politics</i> .....	5
<i>5 (c) Fired/Rehired: Police Chiefs Are Often Forced to Put Officers Fired for Misconduct Back on the Streets</i> .....	5
<b>Chapter 6: Vaccination Mandate Enforcement</b> .....	5
<i>6 (a) Enforcement of Vaccine Mandate for City of Philadelphia Union Workers Delayed</i> .....	5
<i>6 (b) Judge Pauses COVID Vaccine Mandate for Certain City Workers</i> .....	5
<i>6 (c) San Diego Employees' Union Questions Effects of Vaccine Mandate</i> .....	5
<i>6 (d) Labor Unions Sue Biden Administration to Expand Covid Vaccine Mandates and Cover Smaller Businesses</i> .....	6
Chapter 7: Frequently Asked Questions .....	6
<b>Chapter 8: Opinions</b> .....	6
<i>8 (a) Out of control: Why Public Employee Unions Don't Serve the Public's Best Interests</i> .....	6
<i>8 (b) Why Alexandria is Afraid of Virginia's Unlimited Public-Sector Union Bargaining</i> .....	6
<i>8 (c) Flawed Law Leaves Virginia Public Employees at Union Officials' Mercy</i> .....	6
<i>8 (d) 5 Examples of Government Union Power over the People and 2 Solutions to Fix the Problem</i> ...	6
<i>8 (e) 10 Advantages and Disadvantages of Collective Bargaining</i> .....	6
<i>8 (f) 16 Advantages and Disadvantages of Collective Bargaining</i> .....	6
<i>8 (g) What Seniority Means at Work</i> .....	6
<i>8 (h) The Trouble with Public Sector Unions</i> .....	6
<i>8 (i) The Trouble with Public Sector Unions</i> .....	6



## COLLECTIVE BARGAINING LITERATURE PACKET

### Chapter 1: Collective Bargaining Code of Virginia

1:1 Article 2.1. Collective Bargaining for Governmental Employees

<https://law.lis.virginia.gov/vacodefull/title40.1/chapter4/article2.1/>

#### Section 1:2 Loudoun County

1:2 (a) Code of Loudoun County Chapter 259 Labor Relations

[https://codelibrary.amlegal.com/codes/loudouncounty/latest/loudounco\\_va/0-0-0-16091](https://codelibrary.amlegal.com/codes/loudouncounty/latest/loudounco_va/0-0-0-16091)

1:2 (b) Ordinance to Establish a New Chapter of the Codified Ordinances of Loudoun County – New Chapter 259, Labor Relations

<https://www.loudoun.gov/CivicAlerts.aspx?AID=7198#:~:text=The%20ordinance%20establishes%20the%20authority,eligible%20Loudoun%20County%20Government%20employees>

1:2 (c) Loudoun Approves Collective Bargaining Ordinance

<https://www.loudoun.gov/CivicAlerts.aspx?AID=7198#:~:text=The%20ordinance%20establishes%20the%20authority,eligible%20Loudoun%20County%20Government%20employees>

1:2 (d) Loudoun County Budget Board Adopts Fiscal Year 2023 Budget

<https://www.loudoun.gov/budget>

<https://www.loudoun.gov/DocumentCenter/View/169584/Dollar-Bill-Graphic-Adopted-FY23-Budget>

#### Section 1:3 Fairfax County

1:3 (a) Code of Fairfax County Article 10 – Collective Bargaining

[https://library.municode.com/va/fairfax\\_county/codes/code\\_of\\_ordinances?nodeId=FACOCO\\_CH3COE\\_M\\_ART10COBA](https://library.municode.com/va/fairfax_county/codes/code_of_ordinances?nodeId=FACOCO_CH3COE_M_ART10COBA)

1:3 (b) Collective Bargaining Human Resources

<https://www.fairfaxcounty.gov/hr/collective-bargaining>

1:3 (c) Collective Bargaining Timeline

<https://www.fairfaxcounty.gov/hr/collective-bargaining-timeline>

[https://www.fairfaxcounty.gov/hr/sites/hr/files/assets/documents/hr/collective\\_bargaining/oct19-personnel-collective-bargaining-ordinance.pdf](https://www.fairfaxcounty.gov/hr/sites/hr/files/assets/documents/hr/collective_bargaining/oct19-personnel-collective-bargaining-ordinance.pdf)

#### Section 1:4 Alexandria

1:4 (a) Code of Alexandria Article E- Collective Bargaining

[Code of Alexandria Article E – Collective Bargaining](#)

[https://library.municode.com/va/alexandria/codes/code\\_of\\_ordinances?nodeId=PTIITHCOGEOR\\_TIT2GE\\_GO\\_CH5OFEM\\_ARTECOBA](https://library.municode.com/va/alexandria/codes/code_of_ordinances?nodeId=PTIITHCOGEOR_TIT2GE_GO_CH5OFEM_ARTECOBA)



## COLLECTIVE BARGAINING LITERATURE PACKET

1:4 (b) *Collective Bargaining Memorandum*

[Collective Bargaining Memorandum](#)

<https://alexandria.legistar.com/LegislationDetail.aspx?ID=4775842&GUID=2BE7FFCF-33C7-4B5F-AEA5-FCAD4F80A701&FullText=1>

### Chapter 2: Bargaining Rights

2 (a) *Loudoun Supervisors Trim Housing Plan, Collective Bargaining in Next Budget, Loudoun Now, March 17, 2022*

<https://loudounnow.com/2022/03/17/loudoun-supervisors-trim-housing-plan-collective-bargaining-in-next-budget%EF%BF%BC/>

2 (b) *Public Employee Pensions and Collective Bargaining Rights: Evidence from State and Local Government Finances (Oct. 2017)*

<https://www.brookings.edu/research/public-employee-pensions-and-collective-bargaining-rights-evidence-from-state-and-local-government-finances>

2 (c) *Democratic Lawmakers and Local Governments are all squaring off over Public Bargaining Rights*

<https://www.cpr.org/2022/02/18/colorado-labor-public-workers-legislation/>

### Chapter 3: Fiscal Impact

3 (a) *U.S. Bureau of Labor Statistics, Compensation in private industry and state and local government, 3-month percent change*

<https://www.bls.gov/charts/employment-cost-index/wages-and-salaries-in-private-industry-and-state-and-local-government-12-month-percent-change.htm>

3 (b) *Commission on Local Government, Estimate of Local Fiscal Impact*

<https://lis.virginia.gov/cgi-bin/leqp604.exe?201+oth+HB582F164+PDF&201+oth+HB582F164+PDF>

3 (c) *Compensation Cost Trends in Private Industry and State and Local Governments, U.S. Bureau of Labor Statistics*

<https://www.bls.gov/opub/mlr/cwc/compensation-cost-trends-in-private-industry-and-state-and-local-governments.pdf>

3 (d) *Government Wage Growth Lags Private Sector by Largest Margin on Record*

<https://www.pewtrusts.org/en/research-and-analysis/articles/2022/02/07/government-wage-growth-lags-private-sector-by-largest-margin-on-record>



## COLLECTIVE BARGAINING LITERATURE PACKET

### Chapter 4: Unions

4 (a) *Unions Can Reduce the Public-Sector Pay Gap*

<https://www.epi.org/publication/unions-public-sector-pay-gap/>

4 (b) *SEIU United Healthcare Workers – West 2020 Dues Policy*

<https://www.seiu-uhw.org/wp-content/uploads/2020/03/2020-DUES-POLICY-English.pdf>

4 (c) *Beck Notice CHI and SEIU*

<https://www.seiu500.org/chi-beck-notice> -

[:-:text=The%20current%20dues%20rate%20for,\(20\)%20hours%20per%20week.](https://www.seiu500.org/chi-beck-notice)

4 (d) *SEIU 2022 Endorsements*

<https://www.seiu-uhw.org/2022endorsements/>

### Chapter 5: Misconduct/Abuse

5 (a) *Police Unions and Police Misconduct: What the Research says about the Connection*

<https://www.washingtonpost.com/business/2020/06/10/police-unions-violence-research-george-floyd/>

5 (b) *Police Unions: It's Time to Change the Law and End the Abuse, On Labor: Workers, Unions, Politics*

<https://onlabor.org/police-unions-its-time-to-change-the-law/#more-36217>

5 (c) *Fired/Rehired: Police Chiefs Are Often Forced to Put Officers Fired for Misconduct Back on the Streets*

<https://www.washingtonpost.com/graphics/2017/investigations/police-fired-rehired/>

### Chapter 6: Vaccination Mandate Enforcement

6 (a) *Enforcement of Vaccine Mandate for City of Philadelphia Union Workers Delayed*

<https://6abc.com/philadelphia-covid-19-vaccine-mandate-enforcement-delayed-philly-police-fop-fraternal-order-of/11608656/>

6 (b) *Judge Pauses COVID Vaccine Mandate for Certain City Workers*

<https://www.usnews.com/news/best-states/massachusetts/articles/2022-01-27/unions-voice-concerns-over-vaccine-mandate-as-deadline-looms>

6 (c) *San Diego Employees' Union Questions Effects of Vaccine Mandate*

<https://www.sandiegouniontribune.com/news/politics/story/2021-10-21/san-diego-employees-union-questions-effects-of-vaccine-mandate>



## COLLECTIVE BARGAINING LITERATURE PACKET

6 (d) *Labor Unions Sue Biden Administration to Expand Covid Vaccine Mandates and Cover Smaller Businesses*

<https://www.cnbc.com/2021/11/15/biden-vaccine-mandate-unions-sue-to-include-more-covid-protections.html>

### Chapter 7: Frequently Asked Questions

*Collective Bargaining Frequently Asked Questions - #1*

<https://www.fairfaxcounty.gov/hr/sites/hr/files/Assets/documents/HR/Collective%20Bargaining/CB%20FAQs%201.pdf>

*Collective Bargaining Frequently Asked Questions - #2*

<https://www.fairfaxcounty.gov/hr/sites/hr/files/assets/documents/hr/collective%20bargaining/cb%20faqs%202.pdf>

### Chapter 8: Opinions

8 (a) *Out of control: Why Public Employee Unions Don't Serve the Public's Best Interests*

<https://www.usatoday.com/story/opinion/2021/02/23/how-curb-power-public-employee-unions/4538685001/>

8 (b) *Why Alexandria is Afraid of Virginia's Unlimited Public-Sector Union Bargaining*

[https://www.washingtonpost.com/opinions/local-opinions/virginia-alexandria-unlimited-public-sector-union-bargaining/2021/03/18/894eb7b2-82da-11eb-9ca6-54e187ee4939\\_story.html](https://www.washingtonpost.com/opinions/local-opinions/virginia-alexandria-unlimited-public-sector-union-bargaining/2021/03/18/894eb7b2-82da-11eb-9ca6-54e187ee4939_story.html)

8 (c) *Flawed Law Leaves Virginia Public Employees at Union Officials' Mercy*

[https://roanoke.com/opinion/columnists/osborne-flawed-law-leaves-virginia-public-employees-at-union-officials-mercy/article\\_d86eaef6-ac24-11eb-b421-fbdc2677899b.html](https://roanoke.com/opinion/columnists/osborne-flawed-law-leaves-virginia-public-employees-at-union-officials-mercy/article_d86eaef6-ac24-11eb-b421-fbdc2677899b.html)

8 (d) *5 Examples of Government Union Power over the People and 2 Solutions to Fix the Problem*

<https://www.illinoispolicy.org/reports/5-examples-of-government-union-power-over-the-people-and-2-solutions-to-fix-the-problem/>

8 (e) *10 Advantages and Disadvantages of Collective Bargaining*

<https://futureofworking.com/10-advantages-and-disadvantages-of-collective-bargaining/>

8 (f) *16 Advantages and Disadvantages of Collective Bargaining*

<https://vittana.org/16-advantages-and-disadvantages-of-collective-bargaining>

8 (g) *What Seniority Means at Work*

<https://www.thebalancecareers.com/what-seniority-means-at-work-1919372>

8 (h) *The Trouble with Public Sector Unions*

<https://www.nationalaffairs.com/publications/detail/the-trouble-with-public-sector-unions>

8 (I) *The Trouble with Public Sector Unions*

<https://careertrend.com/about-5097523-pros-cons-labor-unions.html>