



# COLLECTIVE BARGAINING LITERATURE PACKET

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### Chapter 1: Collective Bargaining Code of Virginia

1:1 Article 2.1. Collective Bargaining for Governmental Employees

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#### Section 1:2 Loudoun County

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

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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

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

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

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#### Section 1:3 Fairfax County

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

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1:3 (b) Collective Bargaining Human Resources

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1:3 (c) Collective Bargaining Timeline

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

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

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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>

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

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

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### 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*

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

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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>



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### 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*

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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*

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### 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*

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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*

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### Chapter 7: Frequently Asked Questions

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

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<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*

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

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8 (g) *What Seniority Means at Work*

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

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

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