



Collective Bargaining in Fairfax has passed - what NOW?

- ◆ Collective Bargaining is defined as , “The ongoing process of negotiation between representatives of workers and employers to establish the conditions of employment,” including pay and benefits.
- ◆ The Commonwealth of Virginia passed laws giving local governments the choice to collectively bargain with their employees. Fairfax County passed a collective bargaining ordinance in October, 2021. The process for CB has not been written, and that will take a great deal of time.
- ◆ CB *won't take effect until FY 2024! The elected Union will be your ONLY voice to speak for you on your pay/benefits/healthcare/working conditions.* In the meantime, WHAT ABOUT NOW???
- ◆ Employees are hearing, “WE WON!” “VICTORY!” but in reality what exactly have we won? For one thing, your healthcare costs are increasing by 14%, and still no real raises. Not exactly a “win.”

Fairfax Workers Coalition sees the need for change NOW: Can we afford to wait another two years for collective bargaining? Stand with us as we:

1. Fight for position regrades. Why are new hires coming in at mid range when current employees are still at entry level?
2. Fight increasing health care costs. We want a cap on health care costs for employees, anything beyond that should be subsidized by the County.
3. Employees should not be expected to work beyond their job duties, nor should they be expected to work for free to get the job done. Overtime should not be forced, nor should managers use schedule changes as a form of punishment.
4. PUT EMPLOYEES FIRST! Stop making employees do, “more with less.”
5. Take REAL steps to address the immediate hiring and retention crisis in Fairfax! People are leaving to work for other jurisdictions for betterpay, lower healthcare costs, and more reasonable work loads. We need reasonable work loads, better working conditions, lower healthcare costs, and REAL raises—not just taxable bonuses!

Why sit around and wait? GET INVOLVED! Join FWC today!

There is power in numbers, and you need a choice!

www.thefairfaxunion.org

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