

Frequently Asked Questions

What is collective bargaining?

As it stands right now, employees have no rights guaranteed in our contracts. LCPS can unilaterally make decisions about our schools and terms of employment, including pay, benefits, hours, leave, job health and safety policies, and more. Collective bargaining gives educators the ability to sit down with LCPS and have a voice on issues that impact your employment, ways to balance work and family, while also improving student learning conditions.

What does a "YES" vote mean?

A YES vote means that you support changing the current process in which your contracts, working conditions, pay, and benefits are determined. Your coworkers (potentially even you!) will be able to sit down with county administration and bargain a legally binding contract that covers wages, benefits, and working conditions.

What does a "NO" vote mean?

A NO vote means you are voting against employees having a say in issues that impact their employment. LCPS will continue to determine employee wages, benefits and working conditions without direct employee input and all employees will continue to have no guaranteed rights.

Will voting yes mean I am paying dues and joining the union?

No, only people that elect to join the union will pay dues. The contracts that are bargained will cover all workers, but only members are paying anything towards LEA. Voting yes will not sign you up for LEA.

Are Deans, Principals, and Assistant Principals included in collective bargaining?

No, due to the scope of responsibilities within these positions, they will not be covered under the current collective bargaining resolution.

Does this mean we would go on strike?

No, Virginia law prohibits public employees from going on strike.

Will obtaining collective bargaining cause my position to be contracted out?

No, collective bargaining will actually protect positions from being contracted out. Any changes to how positions are staffed must go through the collective bargaining process, which continues to protect employees.

Can the union even do anything in a right to work state?

Yes, right to work simply means that workers in that state do not have to pay union dues if their workplace unionized, it does not negate a union contract that both parties have agreed to. Once the contract is ratified by all groups then it is a legally enforceable document.

What is a bargaining unit?

A bargaining unit is a distinct group of employees who have similar job classification and are represented by a union during collective bargaining. These units are defined under the collective bargaining process and separated by the type and nature of work. Under LCPS' resolution, the bargaining units are split out into Certified and Non-Certified units. For example, while teachers and school bus drivers are two types of LCPS employees, each are in a different bargaining unit due to the scope of responsibilities.

Which bargaining unit am I in?

Certified unit: Anyone who needs a license. This includes teachers, reading specialists, school counselors, school psychologists, instructional facilitators, librarians, and speech language pathologists and more.

Non-Certified unit: Includes admin assistants, teacher assistants, financial technicians, mechanics, cafeteria workers, custodial staff, transportation staff, front office staff and more.

****A complete list of bargaining units are listed below.****

Next Steps:

First, staff must vote **YES** for Loudoun Education Association. Second, a bargaining committee of LCPS staff across the district will survey and meet with their coworkers to develop bargaining priorities. Then, we will negotiate a legally binding and enforceable contract with LCPS.

Through collective bargaining, we could win improvements to wages, benefits, and working conditions, changing the balance of power so ALL staff have a stronger voice within LCPS.

Questions? Visit our website at www.loudounea.org/collective-bargaining or email: jhoyt@veanea.org

Certified Job Title List

Job Title

Teacher
School Counselor
Specialized Instructional Facilitator
School Based Instructional Facilitator
Instructional Facilitator
Psychologist
Speech Therapist
School Social Worker
Educational Diagnostician
Specialist-Student Assistance Services
Athletic Trainer
Advanced Interpreter for Deaf & Hard of Hearing
Audiologist
Occupational Therapist
FACE Instructor
Assistant Athletic Director
Physical Therapist
Procedural Support Facilitator
Homebound Instruction Specialist
Title I-Site-Based Instructional Facilitator
Head Start Education Technology Coordinator
Placement Coordinator
Coordinator-Head Start Family Comm Partnership
Music Therapist
Coordinator-Head Start Mental Health

Non-Certified Job Title List

Job Title

Administrative Assistant I
Administrative Assistant II
Attendance Administrative Assistant
Automotive Services Technician
Behavioral Assistant
Building Automation Specialist
Bus Attendant
Bus Attendant-Instructor
Bus Driver
Bus Driver - Instructor
Bus Seat Repair Technician
Career Center Assistant
Carpenter

Carpenter Crew Chief
Communications Technician I
Communications Technician II
Community School Family Liaison
Coordinator-Head Start Health - Nutrition
Copy Center Assistant
Copy Center Operator
Couriers
Crew Chief
Custodian
Data Analyst
Digital Experience Lead
Digital Experience Specialist
Dispatchers
Distribution Center Assistant
Distribution Center Inventory Control Specialist
Distribution Center Technician
Driver Instructor
Electrical Crew Chief
Electrician
Environmental Health and Safety Specialist
Family & Community Partnership Assistant
Family Liaison-Title I
Family Liaison-Title I Eligible
Field Trip Specialist
Financial Technician I
Financial Technician II
Financial Technician III
Fleet Specialist
Fleet Trainer
Garage Foreman
General Maintenance Worker I
General Maintenance Worker II
Head Custodian I
Head Custodian II
Head Custodian III
Head Custodian IV
Health Clinic Specialist
HVAC Controls Tech I
HVAC Controls Tech II
HVAC Crew Chief
HVAC Technician I
HVAC Technician II
Job Coach
Language Ambassador
Lead Bus Driver
Lead Dispatcher
Lead Head Custodian
Lead Router

Lead School Security Officer
Lead Web Developer
Library Assistant
Mail Room Clerk
Maintenance Control Clerk
Maintenance Crew Chief
McKinney-Vento Liaison
McKinney-Vento Liaison-Title X Part C
Mechanic I
Mechanic II
Office Technician
Operation Assistant
Painter II
Parts Inventory Clerk
Parts Inventory Specialist
Plumber
Plumbing Crew Chief
Preventive Maintenance Technician
Receptionist
Refrigeration Mechanic I
Refrigeration Mechanic II
Refuse Equipment Operator
Registrar
Routing Specialist
School Counseling Administrative Assistant
School Nurse
School Nurse Assistant
School Nutrition Cafeteria Manager-ES Floating
School Nutrition Lead
School Nutrition Manager I
School Nutrition Manager II
School Nutrition Manager III
School Nutrition Manager Trainer
School Nutrition Worker
School Plant Engineer
School Security Officer
Specialized Transport Driver
Teacher Assistant Academies of Loudoun
Teacher Assistant Alternative Education
Teacher Assistant Grades 1-5
Teacher Assistant Head Start
Teacher Assistant Hearing Impaired
Teacher Assistant In School Restriction
Teacher Assistant Kindergarten-Full Day
Teacher Assistant North Star
Teacher Assistant Special Education
Teacher Assistant Special Education Title VIB
Teacher Assistant Special Education-Title I
Teacher Assistant STEP

Teacher Assistant STEP-VPI
Teacher Assistant Study Hall
Team Leader
Technical Security Engineer
Technical Security Specialist
Technical Security Technician I
Technical Security Technician II
Tire Technician
Traffic & Pedestrian Specialist
Transportation Operations Specialist
Trip Scheduling Assistant
Warehouse Technician
Welcome Center Assessor
Welcome Center Family Liaison
Welcome Center Lead Screener