

Collective Bargaining Agreement

Member Guide & FAQ · Effective July 1, 2026

Collective Bargaining for Virginia public employees was illegal for decades. After a landmark 2021 law change, LCPS adopted a **Collective Bargaining Resolution** in August 2024 and LEA negotiated your first-ever CBA. **It goes into effect July 1, 2026.**

THE BASICS

What is LEA?

LEA stands for **Loudoun Education Association**, the union and **exclusive bargaining agent** for all LCPS employees. All members and LEA leadership are LCPS employees. LEA is an affiliate of VEA (Virginia Education Association) and NEA (National Education Association).

What is an Exclusive Bargaining Agent?

An exclusive bargaining agent is a labor organization legally recognized to represent **all workers** within a bargaining unit. In December 2024, LCPS employees voted LEA the Exclusive Bargaining Agent for each bargaining unit, authorizing LEA to negotiate on their behalf.

What is Collective Bargaining?

Collective bargaining is the process where employees negotiate **as a unified unit** with their employer to establish terms and conditions of employment, including wages, benefits, and working conditions.

What is a CBA?

CBA stands for **Collective Bargaining Agreement**, a legal document negotiated by LCPS and LEA covering wages, benefits, and working conditions. LEA negotiated a separate CBA for each bargaining unit. Both agreements **take effect July 1, 2026 and run through June 30, 2029.**

THE NEGOTIATION PROCESS

Who decided what was negotiated?

Open meetings were held (in person and virtually) to gather topics from bargaining unit employees. LEA members then prioritized topics through a survey. A **Collective Bargaining Committee** analyzed results and proposed contract language.

The Collective Bargaining Resolution restricted the first contract to **just 4 working condition topics**, which also had to be mutually agreed upon by both parties.

Who negotiated the agreements?

Both LEA and LCPS had **5 representatives per bargaining unit** at the table. The Certified CBA was negotiated by a team of Certified employees; the Non-Certified CBA by a team of Non-Certified employees.

Who holds the bargaining teams accountable?

LEA membership does. When negotiations concluded, members voted to ratify the contracts:

- **Certified Agreement:** passed with 98% ratification approval
- **Non-Certified Agreement:** passed with 99% ratification approval

BARGAINING UNITS

What is a bargaining unit?

A bargaining unit is a legally recognized group of employees represented by a single labor union to collectively negotiate with management. The Board recognizes only the following Bargaining Units of Employees for the purposes of Collective Bargaining.

CERTIFIED UNIT <i>Requires VDOE or health dept. license</i>	NON-CERTIFIED UNIT <i>Support staff / no licensing required</i>
<ul style="list-style-type: none">• Counselors• Diagnosticians• Nurses• Psychologists• Teachers• Therapists (OT, PT, SLP) <p><i>Excluding any: Administrative Employee, Confidential Employee, Temporary Employee, Athletic Coach, Intern, or Volunteer.</i></p>	<ul style="list-style-type: none">• Behavior Assistants• Clerical Support• Custodians• Food Services• Health Clinic Aides• Health & Safety (Patrol, SOC, SSOs)• Teaching Assistants• Tradesmen (Electricians, Carpenters, Mechanics, Plumbers)• Transportation (Attendants, Dispatch, Drivers) <p><i>Excluding any: Administrative Employee, Confidential Employee, Temporary Employee, Athletic Coach, Intern, or Volunteer.</i></p>

ADDITIONAL EXCLUDED POSITIONS

- Administrative Employees
- Confidential Employees
- Temporary Employees
- Athletic Coaches
- Interns
- Volunteers

What's the difference between bargaining unit members and LEA members?

A **bargaining unit member** is any employee whose job falls within the Certified or Non-Certified Bargaining Unit and they receive CBA rights and protections automatically.

An **LEA member** pays dues and receives additional LEA, VEA, and NEA benefits *beyond* what the CBA provides.

What happens if LCPS doesn't comply with the CBA?

A violation by either LCPS or LEA creates an **Unfair Labor Practice (ULP)**. LEA may:

- File a **grievance** with LCPS through the Grievance process in the CBA, or
- File a **ULP** with a Labor Relations Neutral per the Collective Bargaining Resolution.

How do I get more involved?

- **Join LEA:** membership is the foundation of our power
- **Learn your CBA:** know your rights
- **Find your worksite representatives:** your Delegate and Steward
- **Become a representative** yourself

MEMBERSHIP MATTERS!

Every worksite should have an **LEA Delegate** (connects you to the LEA office) and an **LEA Steward** (your guide to CBA rights).