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To: [Sterling Daniel](#)
Subject: Virginia's New Collective Bargaining Law Takes Effect May 1!
Date: Tuesday, April 20, 2021 12:29:27 PM
Attachments: [Task Force on Collective Bargaining Report.pdf](#)

Good Afternoon,

On **May 1, 2021**, **Virginia's new Collective Bargaining Law (HB 582/SB 939)** takes effect and will permit local school boards to decide whether to engage in collective bargaining with its employees. Under provisions in the law, local school boards can:

1. Pass a resolution authorizing collective bargaining with its employees.
2. If a local school board does not adopt such a resolution, employees may initiate this process by forming a unit and request the local school board vote on a resolution to allow collective bargaining. The local school board then has 120 days to vote on whether to adopt a resolution authorizing collective bargaining.
3. Local school boards also have the option of not adopting a resolution to allow collective bargaining as the new law leaves the decision of whether to engage in collective bargaining entirely up to local school boards.

In association with Haney Phinyowattanachip PLLC, VSBA is pleased to offer services related to the collective bargaining process. Services would be tailored to the specific circumstances of each school division and may include providing input on the required and recommended provisions for the adoption of a resolution as well as strategies to employ in lieu of authorizing collective bargaining. **For more information, please contact Stacy Haney at 804-500-0301.**

Additionally, to assist local school boards with the collective bargaining process, the Virginia School Boards Association's [Task Force on Collective Bargaining](#) has prepared a [resource guide](#) for boards to use in this process. The attached resource guide includes information regarding the adoption of a resolution to allow collective bargaining, as well as helpful tips on a variety of topics as it relates to the new law.

If you have any questions regarding the new Collective Bargaining Law, **please reach out to me at jason@vsba.org or 434-295-9722 ext. 116.**