Town Council (6:00 PM)
Special Meeting
Agenda Item 4.a.

Agenda Item: **Ordinance 26-O-20 to amend Chapter 54 (PERSONNEL) of the Code of the Town of Herndon to add a new Article VIII, entitled Collective Bargaining**

Meeting Date: August 11, 2026

Category: General

Prepared by: Lesa Yeatts, Town Attorney

Description:
Virginia Code § 40.1-57.2 governs collective bargaining by public-sector employees. Pursuant to that statute, upon receipt of a petition signed by a majority of employees within a bargaining unit that the employees deem appropriate for collective bargaining purposes, the governing body of a locality is required, within 120 days, to vote either to adopt or reject an ordinance authorizing collective bargaining. The statute imposes a procedural obligation to consider and vote on such an ordinance; however, it does not require a locality to authorize collective bargaining.

On April 22, 2026, the Town received a petition and proposed ordinance submitted by employees of the Herndon Police Department seeking authorization of collective bargaining pursuant to Virginia Code § 40.1-57.2. The ordinance presented for consideration at this meeting constitutes the Town's response to that petition and is before the Town Council for its consideration and action.

Background/Timing Impact:
Pursuant to Virginia Code § 40.1-57.2, the Town Council must consider and vote on this ordinance before August 20, 2026.

Strategic Focus Area:
Good Governance

Fiscal Impact:
There is no fiscal impact of mere adoption of this ordinance authorizing collective bargaining.

Legal Impact:
Virginia Code § 40.1-57.2 does not require a public hearing for consideration or adoption of a collective bargaining ordinance.

Staff Recommendation/Next Steps:
Staff recommends consideration of this ordinance.

Attachments:
1. Updated 08-11-26, Ordinance - Proposed