

**BOARD OF SUPERVISORS  
COUNTY OF LOUISA  
RESOLUTION**

At a regular meeting of the Board of Supervisors of the County of Louisa held in the Louisa County Public Meeting Room at 5:00 PM on the 16th day of April 2026, at which the following members were present, the following resolution was adopted by a majority of all members of the Board of Supervisors, the vote being recorded in the minutes of the meeting as shown below:

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<b>RESULT:</b>	
<b>MOVER:</b>	None
<b>SECONDER:</b>	None
<b>AYES:</b>	None
<b>NAYS:</b>	None
<b>ABSTAIN:</b>	None

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**A RESOLUTION OPPOSING MANDATORY COLLECTIVE BARGAINING  
LEGISLATION (HB1263/SB378)**

**WHEREAS**, current Virginia law provides a local option allowing governing bodies to determine whether and how to engage in collective bargaining based on local fiscal capacity, workforce needs, and service priorities; and

**WHEREAS**, HB 1263 and SB 378 would eliminate this local option and impose a state-mandated, one-size-fits-all collective bargaining framework administered by a Public Employee Relations Board (PERB); and

**WHEREAS**, this legislation shifts authority away from locally elected officials and imposes an unfunded mandate with significant fiscal and administrative consequences for local governments and taxpayers; and

**WHEREAS**, Virginia's localities vary widely in population, resources, and service delivery models, and are best positioned to make decisions that reflect their unique circumstances; and

**WHEREAS**, mandatory collective bargaining as proposed would:

- Divert limited local resources from core services to new administrative and bargaining structures without dedicated funding;
- Eliminate local flexibility to align workforce decisions with budgets and service needs;
- Create unpredictable fiscal obligations through arbitration and expanded dispute resolution processes;

- Increase administrative burden, litigation risk, and long-term costs for local taxpayers; and

**WHEREAS**, local governments must maintain balanced budgets while continuing to provide essential services, including public safety, education, and infrastructure.

**NOW, THEREFORE, BE IT RESOLVED**, on this 6th day of April, 2026, that the Louisa County Board of Supervisors strongly opposes HB 1263 and SB 378 and any legislation that mandates collective bargaining for local governments; and

**BE IT FURTHER RESOLVED**, that the Board urges the Governor and members of the Virginia General Assembly to preserve local authority over workforce and labor relations policies; and

**BE IT FINALLY RESOLVED**, that the Clerk of the Board shall transmit this resolution to the Governor and members of the Virginia General Assembly.

A Copy, teste:

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Christian R. Goodwin, Clerk  
Board of Supervisors  
Louisa County, Virginia