



Amherst County Board of Supervisors  
County Resolution No. 2026-5-R

For consideration on April 7, 2026

**A RESOLUTION, NO. 2026-5-R**

A RESOLUTION OF THE AMHERST COUNTY BOARD OF SUPERVISORS OPPOSING MANDATORY COLLECTIVE BARGAINING LEGISLATION (HB 1263/SB 378).

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Approved as to form by the County Attorney

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**BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF THE COUNTY OF AMHERST, VIRGINIA:**

- I. That the Amherst County Board of Supervisors (“Board”) approves of the county’s opposition to mandatory collective bargaining legislation (HB 1263/ SB 378).**

RESOLUTION OF THE AMHERST COUNTY BOARD OF SUPERVISORS  
OPPOSING MANDATORY COLLECTIVE BARGAINING LEGISLATION (HB 1263 / SB 378)

**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;

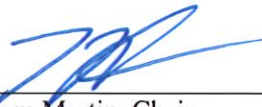
**NOW, THEREFORE, BE IT RESOLVED**, that the Amherst County Board of Supervisors strongly opposes HB 1263 and SB 378 and any legislation that mandates collective bargaining for local governments; and

**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.

**II. That this resolution shall be in force and effect upon adoption.**

Adopted this April 7<sup>th</sup>, 2026.

  
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Tom Martin, Chair  
Board of Supervisors of the County of Amherst, Virginia

**ATTEST:**

  
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Jeremy S. Bryant, Clerk  
Board of Supervisors of the County of Amherst, Virginia

Ayes 4

Nays 0

Abstentions 0