



# VIRGINIA POLICE BENEVOLENT ASSOCIATION

A Division of Southern States Police Benevolent Association

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February 6, 2025

The Honorable Glenn Youngkin  
Governor of Virginia  
P.O. Box 1475  
Richmond, VA 23218

Dear Governor Youngkin,

On behalf of the Virginia Police Benevolent Association (VAPBA), we write to urge you to sign collective bargaining into law for public employees, particularly law enforcement professionals. As an organization that has proudly endorsed your leadership, we appreciate your commitment to improving public safety in the Commonwealth. However, many of the issues we have presented to you—law enforcement pay, working conditions, and the ongoing challenges of turnover—remain unresolved. The implementation of collective bargaining rights for public employees is a crucial step toward addressing these concerns.

The benefits of collective bargaining for law enforcement cannot be overstated. Collective bargaining fosters a more structured and transparent negotiation process between officers and their employers, ensuring fair wages, reasonable working conditions, and enhanced job security. Departments with collective bargaining agreements have been shown to experience lower turnover rates, leading to increased institutional knowledge, higher morale, and improved public safety outcomes.

Additionally, the current piecemeal approach to collective bargaining in localities is creating significant issues in the law enforcement labor market. Without a uniform system, disparities in pay and benefits between jurisdictions make it difficult to retain experienced officers and create instability in the workforce. This fragmented system places undue strain on departments and results in officers frequently seeking employment in areas offering better compensation and working conditions, further exacerbating retention and staffing challenges.

Furthermore, collective bargaining can result in significant cost savings for the Commonwealth. By reducing turnover, recruitment and training costs decrease, allowing resources to be allocated more efficiently. A well-compensated and stable workforce enhances productivity and reduces liability expenses related to understaffing and overworked personnel. Studies have demonstrated that jurisdictions with collective bargaining agreements often see reductions in overtime expenditures and improvements in officer retention, both of which directly benefit taxpayers.

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We understand the fiscal and administrative complexities of such a measure. However, ensuring the long-term sustainability of Virginia's law enforcement workforce must be a priority. Our officers dedicate their lives to protecting the citizens of this great Commonwealth, and they deserve a seat at the table when it comes to decisions affecting their livelihoods and the safety of their communities.

It appears that the General Assembly will pass collective bargaining legislation this session. Given this momentum, we urge you to stand with law enforcement professionals by supporting and signing this legislation into law.

We respectfully ask for your leadership in making collective bargaining a reality for Virginia's public employees. We remain committed to working with you to find solutions that benefit law enforcement officers, the communities they serve, and the financial well-being of the Commonwealth.

We appreciate your time and consideration and look forward to your support on this critical issue.

Sincerely,



Joseph Woloszyn  
VAPBA Division President



Sean McGowan  
SSPBA & VAPBA Executive Director



Rich Goszka  
VAPBA Staff Representative