

FCFT A YEAR IN REVIEW



MAY 28, 2026

NUMEROUS WINS!

FCFT members moved mountains this year! From enforcing our contracts to winning back pay concessions to securing a new and improved health insurance program, **and more**, FCFT members are at the forefront of making change at FCPS, not just for workers, but for the students and families we serve.

MORE POWER!

We've advocated to our state and local governments in record numbers while training **nearly 200 Stewards across worksites to enforce our contracts**. FCFT members are building the power it takes to transform Fairfax County, including reaching our highest membership level in history!

COMMUNITY GROWTH!

We've begun the work of building power to improve public education funding in Fairfax County. We joined as a member of VOICE to build power alongside local faith communities and we've supported the community with our Reading Opens the World book giveaway, FCCPTA Spelling Bee sponsorship, and more.

SHARE THIS QR CODE AND FLYER WITH YOUR COWORKERS WHO HAVEN'T JOINED THEIR UNION YET!



RIGHT: FCFT MEMBERS ATTEND A STEWARD TRAINING.

VANDERHOFF'S VOICE SY 2025-2026

"Last year, FEU won our historic first contracts, but that was just the first step to transforming the working lives of FCPS employees. A contract is only as good as our collective power to enforce it.

This school year proved what's possible when workers stand together to rebalance the power dynamic between management and workers. FCFT members organized, spoke out, and took action. We protected our contracts and positions, enforced our rights on the job, won real workplace improvements, and built stronger political power for FCPS workers across Fairfax County.

These victories didn't happen because management or politicians decided to do the right thing. They happened because FCPS workers got involved. FCFT members attended rallies, filed grievances, became stewards, lobbied elected officials, and stood together in solidarity. We've reshaped the narrative around public education and redefined respect for our profession, and county leadership is taking notice.

While we're just one year into our first contracts, it's already time to start preparing to negotiate the next. We will no longer be restricted to just one working condition, and so we have the potential to win big improvements across every job class. What we win will all come down to how active and engaged workers are in the process. Watch for a bargaining survey in the fall as your first step in shaping our next contracts.

Union power is built member by member, worksite by worksite. Together we are proving that organized workers can shape the future of public education in Fairfax County. Congratulations on another successful school year!"

-FCFT President Emily VanDerhoff



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Issue Campaigns

A highlight of this year's organizing was issue campaigns. Across worksites, workers identified problems impacting working and learning conditions, and joined with colleagues to organize around them. A notable campaign took place at Hayfield Secondary, in which workers, students, and parents joined together to demand immediate mold remediation. The campaign was highly successful, securing media coverage, political recognition, and a thorough response from FCPS.

Steward Network Expansion

FCFT trained nearly 200 stewards across FCPS worksites this school year, significantly increasing site-level contract enforcement and organizing capacity. The stewards' network has successfully defended our contracts and enabled workers to enforce our rights. More on our wins below.

Grievance Wins

FCPS leadership pushed the boundaries with numerous regulation and contract violations. FCFT stewards fought back! We filed grievances and won, securing: more accessible pay stub access for all, early start and summer training back pay for transportation staff, time and a half pay for transportation workers working overtime in inclement weather, reasserting workers' rights to email about union activities, and enforcing no more than 60 minutes of elementary CLTs per week.



Growing Our Community Presence

To continue building power in FCPS, we have to build power within our communities. We delivered over 30,000 free books to students, families, and educators in need. We became a member of VOICE, an interfaith and community coalition. VOICE is a longtime leader in delivering affordable housing and mental health resources in our community. Through our partnership, public education is becoming another key platform of VOICE.

Fully-Funded Contracts

A highlight of our work this year was our advocacy to political leaders. FCFT members took a bus down to Richmond and joined with parents to urge lawmakers to fund our schools. FCFT members advocated to defend pay, staffing, and contract provisions amid funding uncertainty from the state government and apathy from the Fairfax County Board of Supervisors. Because of our advocacy, our contracts are funded and FCPS workers' livelihoods are protected.

Unprecedented Membership Growth

FCPS workers have joined FCFT in record numbers. Since August 2025, nearly 1,000 FCPS workers joined our movement and became FCFT members. Over the past two school years, we've seen a net membership growth of over 50 percent! We are now at our highest membership level in history and more workers are joining their union by the day!