



## Talking Points For Our Bills

**Grievance Arbitration**, S. 241 & H. 625 – This bill would allow State Employees to bargain for the right to have grievances decided by a third-party arbitrator instead of having to go to the Vermont Labor Relations Board.

**Anti-Privatization**, H. 623 & S. 240 – This bill would strengthen Vermont's existing privatization statute in an effort to protect more State jobs from being contracted out. It accomplishes this by promoting responsible contracting and by ensuring that private contracts would only be granted if the private contractor's employees are compensated at the same rate as state employees. The bill would also give the Attorney General and State Auditor greater oversight over any private contract the State enters into.

**Stop the Abuse of Temporary Workers**, H.624 & S.218 – This bill proposes to decrease the number of temporary employees in the State workforce (currently, nearly 20% of the State workforce is temporary) by requiring the administration to come to the legislature to convert temp positions for any State employee who works more than 1,040 hours in a 365-day period. The bill also extends this policy to employees in the Judiciary Branch, where there is currently no limit on the amount of hours a temporary employee can work. In addition, this bill allows temporary employees to earn sick leave (up to six days).

**911 Dispatchers Early Retirement**, H.622 & S. 225 – This bill attempts to address the mental health strains Vermont's 911 dispatchers experience as a result of their work. It does so by allowing dispatchers with 20 or more years of service to retire at age 55 without penalty.

**Telecommuting**, H. 689 –This bill would require the State to identify positions within state government that are eligible for telecommuting and inform employees in these positions of the telecommuting option. The employee could then choose the option of whether or not to telework.

**Reporting Assaults On Corrections Officers**, H. 713 – This bill proposes to require the Commissioner of Corrections to furnish quarterly reports to the VSEA Corrections Bargaining Unit on the number of assaults by offenders on correctional officers, staff, and other persons lawfully present in a correctional facility.

**EGWP**, H. 669 – This bill would move Medicare eligible retirees of the State's Retiree Drug Plan and into Medicare Part D. VSEA sees this as a mandatory subject of bargaining which should be discussed in a bargaining setting and not in the legislature.

**Relocation Policy**- Learning from the host of issues surrounding the move of state employees to National Life, VSEA believes that workers should be active participants in the planning process around worksite moves. VSEA acknowledges that state employees know best what they need to be able to provide exceptional public services. Accordingly, a formal policy around moves that proactively respects and utilizes the expertise of state workers will help employees better manage the change. In addition, this policy could possibly save the Vermont taxpayers money by preventing costly renovations after the move.

**Deputy States Attorney's Right To Organize**, S. 165- This bill provides Vermont Deputy States Attorneys, Victim's Advocates and other Staff in the States Attorney's offices the right to vote to form a union.