Dear Council Member,

I am excited to see you on March 18th at the Capital Plaza in Montpelier for our next Council Meeting! We have an exciting meeting planned and we will be welcoming some amazing guests including Labor legend Jerry Brown from Connecticut. Jerry was the longtime leader of SEIU 1199 New England, a union of some 23,000 members with a proud history of militant rank and file activity and high standards in the public and private sector.

I wanted to make you aware that in the morning we will be serving tea and coffee and there will be quiche available. Lunch will be an Asian Chicken Salad that contains peanuts so if you have a peanut allergy please alert ahudson@vsea.org ASAP. We also have a vegetarian salad option, so please also let Ayla (Ahudson@vsea.org) know in advance if you need the vegetarian option.

If you have any questions regarding the treasury report from these last 3 months, it would help if you would submit them in advance to me at msalvador@vsea.org. This will help our meeting run more efficiently due to our very tight schedule.

If you have any questions please do not hesitate to contact me. Safe travels and I will see you on the 18th at 9am!

Best,
Michelle Salvador
VSEA 1st Vice President

VSEA COUNCIL MEETING
Capitol Plaza Hotel
Montpelier, VT
Date: Tuesday, March 18, 2014

AGENDA

9:00 Registration

9:30 Call to Order, Welcome New Members

9:45 Approval of Minutes

10:00 Presidents Report

10:10 Directors Report

10:30 "Strengthening Our Hand at the Table: Building a Stronger Union Through Bargaining"

12:00 Lunch

12:45 Morning Discussion Continued

1:25 Strategic Plan Update

2:10 Recruiting Fee Payers

2:50 Treasurers Report

3:00 Old Business

3:15 New Business

Adjournment

VSEA Food Drive

Please share with those who are less fortunate during these difficult times, by bringing non-perishable food items to the VSEA Council meeting.

There will be a meeting of the VtPAC Administrative Committee Immediately following the Council meeting.

DRAFT

MINUTES OF THE MEETING OF THE COUNCIL OF THE VERMONT STATE EMPLOYEES' ASSOCIATION, INC. HELD TUESDAY DECEMBER 17, AT THE CAPITOL PLAZA, MONTPELIER, VERMONT. FIRST VICE PRESIDENT, MICHELLE SALVADOR PRESIDING.

CALL TO ORDER

Michelle Savaldor called the meeting to order and led the Council in the Pledge of Allegiance. Michelle also asked the Council to observe a moment of silence for the Mason family in memory of their son Dustin. Michelle introduced herself as the incoming First Vice President and gave the Oath of Office to fourteen new Council members and had the new members introduce themselves. There is a 50/50 raffle for the retirees and a raffle for VSC for maple syrup. There was a mix-up with the packet and Ray Stout is at the office printing out the budget v actual information. If you have motions, they will be typed and projected for ease of understanding. Michelle asked the staff to stand and introduce themselves. Michelle also asked Board members to introduce themselves. Terry Macaig was appointed the Parliamentarian, and Bonnie Kynoch will be the time keeper. Ballot Clerks will be Jay Bona and Caitlin Chase.

APPROVAL OF MINUTES

Bonnie Kynoch moved and Robyn Lambert seconded to approve the minutes from September. Motion passed.

COUNCIL SURVEY

Michelle thanked members for filling out the survey that went out to Council members and spoke about the responses.

RULES OF ORDER

Bonnie Kynoch moved and Ken Bortell seconded to adopt the rules of order that were handed out. Discussion followed regarding the restriction about speaking 3 times only with a vote of the Council. Tracey Harrington asked for clarification on whether it's up to the Council or the Chair. Terry said the Council. Tracey moved to amend the ground rules to remove the final sentence of #6. Rebecca Trower seconded. Michelle requested that we rewrite #6 and bring it back at the next meeting. Tracey Harrington withdrew her first motion to amend. Tracey Harrington moved to amend, Ken Bortell seconded to change #6 to just the first and third sentence. Discussion followed. Motion to amend passed. The amended motion passed.

Ed Thomas, Military Department asked for clarification on whether he was elected to the Council. Michelle said that she has reached out to many Council members via various methods.

PRESIDENT'S REPORT

Shelley Martin said it's wonderful to see a full house and thanked everyone who voted for her. She spoke about the current happenings at VSEA.

DIRECTOR'S REPORT

Mark Mitchell commented that he has passed the two year mark as the Executive Director and he is excited to work with VSEA. He updated the Council as to the status of the Tentative Agreements with Corrections, Supervisory, State Colleges, and Non-Management Units. Mark thanked the staff negotiators who worked with the Bargaining Teams. Mark spoke about organizing the UVM professional staff, working with the auditor on whistleblowing legislation. Also, state employees are being relocated and, many times, being moved into rented space. Mark also spoke about the squeeze on State Employees happening because of Vermont Health Connect. Mark spoke about site visits at all of the P&P offices and privatization. Kris Lizzari is the new Communications Specialist, we've also hired a state-wide based union rep for Supervisory and Judicial. Brian Morse will have all courthouses.

Terry Lefebvre from the Retirees Chapter strongly recommended that a process be put into place for tracking discipline and grievances related to understaffing.

PRESENTATION

Michelle gave a presentation, "On the Road to a Stronger VSEA". Jerry Brown Jane McElevey (sp?) recently gave the Board training. Jane is the author of "Raising Expectations and Raising Hell". The Council then broke into small groups at each table to review the Healthy Worksite descriptions to identify the top three important components. The group then came back together to share what they viewed as the most important components of a healthy workplace. The PAC, Stewards, bringing the union into the workplace, more bulletin boards in the workplace, active and engaged membership, leadership training across the board, effective internal communication network, training of leaders and stewards, identify member leaders, solidarity and having someone spearheading areas where we are weak, getting people registered and to the polls, accurate personal contact information, grievances are kept to a minimum and workers are organized to resolved problems in worksites, stewards are trained to resolve problems between workers and management, all workplace committee vacancies are filled, organizing chapters. Michelle picked back up with the presentation and Steve Howard spoke about the political aspect. The next group assignment was to discuss the 2 issues that will drive members to drive the PAC and 2 ideas on how to grow the PAC membership. Terry Lefebvre gave historical information. Mike Davidson rose a point of information about speaking about PAC business and that we are on work release time and asked about the appropriateness of the topic. Terry Macaig said he didn't see an issue since the topic is broad. Funding the pay act and budget, demonstrate positive results the PAC has achieved, privatization of state jobs and/or information on reduction of wages resulting from privatization, clear plan and more information on how money is spent, wages health care and retirement, leadership on labor report card on legislators, show how labor is relevant to workers' lives, whatever makes joining personal, supporting our bargaining teams for wages and benefits, transparency of information to PAC members, voting on use of PAC money, educating members on what PAC does,

we can't ask members to join unless we ourselves are members, need for more communication, awareness of how much is spent by other organizations, keep benefits and pensions. Michelle continued the presentation on engaging members. The Council broke into small groups to discuss ideas on how Council members can engage fee payers and be successful in signing them up as members, what skills and or tools do you need to do this, how many fee payers can everyone at your table agree to commit to talking to? Show benefits of being a full member, need to know who is a member, and agree to approach every non-member. Find out who they are, help show there is strength in numbers, show ways to get involved, more/better information, trainings on communication/etc, educate fee payers on differences, need to ask if they know they are not members, risks of privatization, new hire packets/postcards, contact, bulletin boards, common interests around an argument or goal, new hires should be required to meet with union rep upon hiring, council members should have business cards, face to face discussions, set up meetings at lunch, talking points – financial advantages and discounts, how to engage, orientations are now done on the internet and where is the information about VSEA? Michelle finished the presentation.

LUNCH

SPEAKERS

Michelle invited Rich Westman and Beth LAST NAME. Rich was a large supporter of ours during the legislative session. They both spoke about the VSAC student financing options. There are payroll deductions with the State and you can contact HR for more information. Beth drew a $250 contribution to an account.

CREDIT UNION BOARD ELECTION

Terry Macaig announced that there four seats to elect. Terry is running and is a retired State Employee and one State Employee is running.

The Barre Chapter is holding a raffle.

PRESENTATION AND ADOPTION OF 2014 LEGISLATIVE PRIORITIES

Leslie Matthews, Chair of the Legislative Committee, presented the 2014 Legislative Priorities. Leslie asked committee members to come forward. They have a combined 200 years of service to the State of Vermont. Leslie gave a presentation giving an overview on financial and budgetary information before giving an overview of the 2014 Legislative Priorities. Annie Accettella spoke about Lobby Day and the schedule. Sheila Manchester Coniff moved to accept legislative agenda as presented. Terry Lefebvre seconded. Discussion followed. Joan Eckley read the statement from the Retirees' Board. ENTER STATEMENT. Discussion followed. Dan Kelty asked about the pension fund – contributing more for how long? State Bank: how does this work? What is the liability? This is comprehensive and jam-packed. Do we have staff and resources to handle this agenda? Leslie – looking for ways to save on the budget and if they take money from the general fund to fund the pension, will have to find the money

elsewhere. State Bank: spend a lot on debt service outside of State. The idea is to spend this money in the state and invest in the state. Steve said that recently there was a study done by advocates for state bank. The outcome was that state bank could potentially generate job creating investments and save money that is now spent on debt service. Leslie said that the main focus will be the things highlighted at the beginning that impact us the most. Things can change really rapidly during the session, but pay act, healthcare, retirement/pension issues. Goldie asked about adding private sector persons to our pension. We are overworked and doing away with temps isn't the solution. Fine delineation between contractual issues and legislative issues and she doesn't want the legislature to be fiddling with our contract. Steve Howard: secure choice pensions – State of California operates under this model. This created a DB plan for private sector workers separate from state employee plan. Temp issue: Bill would convert position to permanent position after employee has worked 1040 hours in 365 days in a year. Discussion followed. Patricia (dispatcher) said that temps are essential to the functioning of her job. Steve – JFO – retirement expenses are growing faster than revenues. Tracey Harrington gave information that in February of 2011 that the vote was for the increased contribution for 5 years or until the fund was 100% funded, whichever comes first. Discussion followed. Julie McDonald moved to call the question. Terry Lefebvre seconded. The question was called. Motion passed.

TREASURER'S REPORT

Sheila Manchester Coniff commented that the audit is set for January 7. After the audit is done, we will know what the final surplus is. September will not be final until after the audit. Sheila commented that this year will be tight, which was done on purpose so dues would remain steady. Terry Lefebvre raised a point of order and asked if a motion would be in order. Michelle commented that she reviewed

Liza Nesbitt asked why line 32 went from $8k to $16k in one month. Sheila said this is FICA and this was everything that we accrued for the fiscal year we had closed out. Some of this was for employees who left. Paul Beyor asked about a line item that was 6% (line 36) over line item. Sheila – last year we changed our pension for the staff and the fees for this transfer went over what were anticipated. For annual meeting, we budgeted $30k but it went over. Who approved that? Michelle – would have to come up under Old Business. Tanya Beaudoin raised concerns over line items that were over budget. Revenues were more than expenses and as far as Sheila is concerned, we were under budget. The Board made the decision to make improvements to the building. Rebecca Trower commented that in the BOT minutes there should be somewhere where it gives approval for the line item to go over. Rebecca asked what the total amount was for the annual meeting. Michelle said there was a subcommittee of the Board to approve Annual Meeting expenses. Sheila said that $57,763.16 was spent on Annual Meeting. Sheila said that, if you take the expense of the rooms out, annual meeting came in under budget. Dan Kelty asked for clarification on when you would go into reserves. If you spend $1 more than approved budget and you have $2 in other places, who approves that? Sheila said that the Board only approves if we draw on reserves. If there are expenditures throughout the year that the Board approves, they can approve the expense. Terry said that the Board has the right to spend within the confines of the budget. Tanya said 47 line items that are over 100%. She is concerned about these expenses. Cassandra Edson 11/15/2013 BOT minutes, figures for annual meeting for lodging, but two

figures are exactly the same. Sheila said $22k were regular expenses, and the total was $57k. Jane Osgatharp – number of members? Sheila – fluctuates from pay period to pay period. Bonnie Kynoch said the charge from John Reese was to get as many people there as possible. $22-23k not including rooms.

BARGAINING STUDY COMMITTEE REPORT

Evan Hill, a member of this committee, came forward to give an update on the committee's last meeting. The committee is studying how bargaining occurs and tactics other unions use.

BYLAWS COMMITTEE UPDATE

Rachael Fields, Chair, gave an update on the Bylaws Committee. They are looking towards growing the organization and how they can have more power and strength and are aiming toward more transparency. They will be sending a survey shortly to gain input.

OLD BUSINESS

NEW BUSINESS

There will be a PAC meeting right after this meeting. Gary Hoadley said that the notice of ratification info sessions has gone out.

Julie McDonald said that one of the things we agreed to be that VSEA will only have 18 committees and it was told to us that Corrections, Sup, and NMU have to agree on the same committees. Once this list is set, they will be monitoring committee time. Who will come up with these committees and will it comply with our bylaws? Michelle said that there are lists in our Bylaws. The bargaining teams will have to agree to this list as it is defined in the TA. Julie also asked about the bags from Annual Meeting. Shelley – we've received them. Monte rose to thank everyone for their thoughts, prayers, and concerns during his family's recent loss. Sheila recognized the VSC.

DRAWINGS

VSC Maple Syrup: Shelley Martin

Barre Chapter Raffle: Jen Lyford

Retirees Chapter Raffle $122: Janis Henderson

$250 VSAC account: Polly Perrotta

$50: Jeff Briggs

$50: Robyn Lambert

$50: Cecile Sherburn

PowerDraw: $200 to John Howe;$100 to Christopher Agan

ADJOURN

With no other business, the meeting was adjourned.

Respectfully submitted,

Tracey A Harrington

VSEA Clerk

VERMONT STATE EMPLOYEES ASSOCIATION
Balance Sheet
As of February 28, 2014-NOT FINAL

		Total
1	ASSETS	
2	Current Assets	
3	Bank Accounts	
4	01-0001 Cash Account - Unrestricted	
5	01-1010 Gen Operations Account	61,282.10
6	01-1014 Payroll Account	0.00
7	Total 01-0001 Cash Account - Unrestricted	61,282.10
8	01-0002 Trust Accounts	
9	01-1011 Reserve Account Trust	416,373.02
10	01-1012 Equipment Fund Trust	148,583.48
11	01-1013 Building Account Trust	80,722.43
12	01-1026 Agency Sweep Trust	812,223.16
13	01-1033 Agency Escrow Trust	257,239.11
14	Total 01-0002 Trust Accounts	1,715,141.20
15	01-0003 Cash Accounts - Semi Restricted	
16	01-1016 Conflict Counsel Account	24,638.09
17	01-1021 Regular Savings	45,615.78
18	01-1022 Scholarship Account	50,263.18
19	01-1032 Member Support Fund	9,428.48
20	01-1035 MPP Retirement Merchants	7,658.80
21	01-1036 External Communications	81,356.80
22	Restricted	218,961.13
23	01-0004 VSECU	
24	01-1020 Regular Savings (VSECU)	0.00
25	01-1023 Scholarship Fund (VSECU)	360.10
26	Total 01-0004 VSECU	360.10
27	01-1015 Petty Cash	146.37
28	01-9999 GenOp Checking - to be deleted	0.00
29	1-1032A Member Support Fund (Chitt)	0.00
30	Total Bank Accounts	1,995,890.90
31	Accounts Receivable	
32	01-1040 A/R - Dues Receivable	993.70
33	Total Accounts Receivable	993.70
34	Other current assets	
35	01-1042 A/R - VSEA Staff	(571.36)
36	01-1043 A/R - Non-Member Payees	1,000.00
37	01-1045 A/R - Miscellaneous	745.87

38	01-1047 A/R - Agency Fees	1,046.64
39	01-1068 Assets - Prepaid Insurance	12,238.31
40	01-1069 Assets - Prepaid Expenses	3,918.16
41	12000 Undeposited Funds	85.78
42	Total Other current assets	18,463.40
43	Total Current Assets	2,015,348.00
44	Fixed Assets	
45	01-1050 Assets - Land & Building	75,575.00
46	01-1051 Assets - Building Improvements	836,745.97
47	01-1052 Assets - Land Improvements	6,550.66
48	01-1060 Assets - Furniture & Equipment	334,679.39
49	01-1061 Assets - Computers	40,204.74
50	01-1062 Assets - Prepaid Expense	15,768.01
51	01-1070 Accum Dep - Land & Bldg	(584,796.00)
52	Total Fixed Assets	724,727.77
53	TOTAL ASSETS	2,740,075.77
54	LIABILITIES AND EQUITY	
55	Liabilities	
56	Current Liabilities	
57	Accounts Payable	
58	02-0001 Accounts Payable	93,090.95
59	02-2010 Liab - Accounts Payable	0.00
60	Total 02-0001 Accounts Payable	93,090.95
61	Total Accounts Payable	93,090.95
62	Other Current Liabilities	
63	02-0002 Misc Current Liabilities	
64	02-2011 Liab - A/P - Great Escape	32.78
65	Total 02-0002 Misc Current Liabilities	32.78
66	02-0003 Tax Liabilities	
67	02-2020 Liab - Tax - Total Tax Liab	0.00
68	02-2021 Liab - Tax - FICA-EE	(1,755.08)
69	02-2022 Liab - Tax - Fed. Income Tax	3,510.20
70	02-2023 Liab - Tax - State Income Tax	4,726.29
71	02-2024 Liab - Tax - FUTA	1,103.01
72	02-2025 Liab - Tax - SUTA	15,386.34
73	02-2026 Liab-Tax-FICA-ER	0.00
74	Total 02-0003 Tax Liabilities	22,970.76
75	02-2030 Liab - FRB - Staff Health Ins	(4,084.06)
76	02-2031 Liab - FRB - Staff Life Ins	142.80
77	02-2032 Liab - FRB - Staff Tongue Ins	0.00
78	02-2033 Liab - Staff Payroll Deposit	14.87
79	02-2035 Liab-Other Payroll Deduction	282.49

80	02-2036 Liab - Staff Alliance Dues	350.00
81	02-2040 Liab - Member Tongue Ins-InExp	49,836.87
82	02-2042 Liab-Member Dental-InExp	10,273.11
83	02-2045 Liab - VT PAC Donations-LobExp	890.00
84	02-2046 Liab- Special Donations	5.00
85	02-2047 Liab- Member Support Donations	854.67
86	02-2048 Liab- Scholarship Donations	328.19
87	02-2050 Liab - State Police Unit Dues	0.00
88	02-2059 Liab-Accrued Comp Time	7,175.13
89	02-2060 Liab - Accrued Wages	3,157.30
90	02-2061 Liab - Accrued Annual Leave	63,961.34
91	02-2062 Liab - Pension Exp. Payable	91,015.18
92	Direct Deposit Payable	0.00
93	Total Other Current Liabilities	247,206.43
94	Total Current Liabilities	340,297.38
95	Long-Term Liabilities	
96	02-2014 Liab- Accrued Expenses	13,862.53
97	Total Long-Term Liabilities	13,862.53
98	Total Liabilities	354,159.91
99	Equity	
100	03-3010 Equity - Fund Balance	1,905,883.87
101	30000 Opening Balance Equity {9}	0.00
102	32000 Retained Earnings	330,824.59
103	Net Income	149,207.40
104	Total Equity	2,385,915.86
105	TOTAL LIABILITIES AND EQUITY	2,740,075.77

VERMONT STATE EMPLOYEES ASSOCIATION

Budget vs. Actuals: Budget - FY14 P&L

Oct 2013-Feb 2014-NOT FINAL

		Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Actual	Total Budget	42% % of Budget
1	**Income**								
2	**04-4010 Inc - Dues - 5100 Baseline**	256,686.66	178,948.04	188,497.81	171,840.43	183,653.41	979,626.35	2,382,844.00	41%
3	**04-4011 Inc - Dues - Reserve Fund**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4	**04-4012 Inc-Dues-Equipment Fund**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5	**04-4013 Inc-Dues-Building Fund**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6	**04-4016 Inc - Agency Fees**	53,695.32	39,300.92	40,697.19	38,406.71	41,788.13	213,888.27	459,004.00	47%
7	**04-4020 Inc - Interest (Cking & Sav)**	18.99	17.74	17.34	16.46	0.00	70.53	0.00	
8	**04-4021 Inc - Interest (Restricted)**	2.86	3.22	6.76	0.00	0.00	12.84	0.00	
9	**04-4022 Inc - Investment**	1,767.46	1,753.25	12,359.79	1,605.19	0.00	17,485.69	0.00	
10	**04-4023 Inc-Unrealized Gain/loss**	38,560.48	4,677.20	(1,218.47)	(27,982.45)	0.00	14,036.76	0.00	
11	**04-4025 Inc - Administrative Fees**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
12	**04-4030 Inc - Rent (R.K. Tongue)**	250.00	250.00	250.00	250.00	250.00	1,250.00	3,000.00	42%
13	**04-4035 Inc - Advertising**	0.00	0.00	0.00	0.00	0.00	0.00	500.00	0%
14	**04-4036 Inc - Exhibits, VSEA An Mtg**	0.00	0.00	0.00	0.00	0.00	0.00	750.00	0%
15	**Total Income**	**$ 350,981.77**	**$ 224,950.37**	**$ 240,610.42**	**$ 184,136.34**	**$ 225,691.54**	**$ 1,226,370.44**	**$ 2,846,098.00**	**43%**
16	**Expenses**								
17	**11-5100 Salary & Wage Expense**							1,589,128.34	39%
18	**11-5101 Sal - Director**	9,225.60	9,225.60	9,561.80	9,577.60	14,366.40	51,957.00	0.00	
19	**11-5103 Sal - Staff Attorney/Legal Ser**	17,307.52	16,419.20	16,741.40	16,837.36	16,972.80	84,278.28	0.00	
20	**11-5104 Sal - Legislative/Political**	21,483.63	18,744.06	18,711.72	18,605.92	19,619.50	97,164.83	0.00	
21	**11-5105 Sal - Field Services**	29,366.94	31,840.24	33,159.81	27,523.07	28,219.85	150,109.91	0.00	
22	**11-5106 Sal - Administrative Services**	22,323.14	19,106.48	27,557.08	27,495.44	40,104.13	136,586.27	0.00	
23	**115105T Sal - Organizer/Trainer**	16,354.24	18,744.02	21,399.66	20,530.48	20,841.53	97,869.93	0.00	
24	**11-5107 Sal - Admin. Svcs. / Overtime**	0.00	0.00	0.00	0.00	0.00	0.00	4,000.00	0%
25	**11-5108 Sal - Admin. Svcs. / Temporary**	508.95	0.00	0.00	0.00	0.00	508.95	5,000.00	10%
26	**11-5112 Intern/Student**	3,001.07	1,512.00	1,483.00	966.00	1,512.00	8,474.07	10,000.00	85%
27	**Total 11-5100 Salary & Wage Expense**	**119,571.09**	**115,591.60**	**128,614.47**	**121,535.87**	**141,636.21**	**626,949.24**	**1,608,128.34**	**39%**
28	**12-5100 Staff Fringe Benefits**								
29	**12-5151 FRB Exp - Health Ins.**	(1,964.37)	0.00	0.00	30,868.61	15,576.49	44,480.73	193,159.86	23%
30	**12-5152 FRB Exp - Life Ins.**	332.54	408.18	161.03	379.92	428.80	1,710.47	5,063.00	34%
31	**12-5153 FRB Exp - Dental Ins.**	974.00	563.14	699.54	699.54	886.89	3,823.11	12,625.00	30%
32	**12-5150 FRB Exp - FICA**	8,717.33	8,356.32	9,097.93	8,549.38	11,714.93	46,435.89	123,021.82	38%
33	**12-5154 FRB Exp - Unempl. - FUTA**	62.19	17.15	73.67	695.39	407.62	1,256.02	2,500.00	50%
34	**12-5155 FRB Exp - Unempl. - SUTA**	423.78	279.91	382.06	2,566.60	2,620.39	6,272.74	17,100.00	37%
35	**12-5156 FRB Exp - Retirement Plan**	0.00	0.00	22,386.70	0.00	0.00	22,386.70	191,175.40	12%
36	**125156A FRB Exp - Retirement Plan Admin.**	2,130.50	150.00	150.00	2,425.85	0.00	4,856.35	10,000.00	49%
37	**12-5157 FRB Exp - Staff AD&D**	0.00	0.00	0.00	0.00	97.50	97.50	175.00	56%
38	**12-5160 Staff - Payroll Services**	35.00	533.04	304.52	76.00	450.46	1,399.02	2,500.00	56%
39	**Total 12-5100 Staff Fringe Benefits**	**$ 10,710.97**	**$ 10,307.74**	**$ 33,255.45**	**$ 46,261.29**	**$ 32,183.08**	**$ 132,718.53**	**$ 557,320.08**	**24%**

VERMONT STATE EMPLOYEES ASSOCIATION

Budget vs. Actuals: Budget - FY14 P&L

Oct 2013-Feb 2014-NOT FINAL

		Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Total Actual	Total Budget	42% % of Budget
40	**13-5170 Staff Travel & Training**								
41	13-5175 Staff Exp - Travel/Misc	5,991.04	7,719.05	5,435.87	6,693.80	3,382.92	29,222.68	53,000.00	55%
42	13-5176 Staff Exp - Training	1,650.00	2,290.70	947.34	1,402.80	1,754.34	8,045.18	10,000.00	80%
43	13-5178 Staff Exp - Wellness	4,200.00	0.00	0.00	0.00	0.00	4,200.00	9,450.00	44%
44	**Total 13-5170 Staff Travel & Training**	**$ 11,841.04**	**$ 10,009.75**	**$ 6,383.21**	**$ 8,096.60**	**$ 5,137.26**	**$ 41,467.86**	**$ 72,450.00**	**57%**
45	**14-5200 Legal**								
46	14-5201 Legal - Records/Fees	0.00	620.50	0.00	0.00	0.00	620.50	8,000.00	8%
47	14-5202 Legal - Sub/Pub	348.40	174.20	174.20	174.20	0.00	871.00	5,000.00	17%
48	14-5203 Legal - Continuing Ed.	0.00	0.00	0.00	0.00	706.53	706.53	3,000.00	24%
49	**Total 14-5200 Legal**	**$ 348.40**	**$ 794.70**	**$ 174.20**	**$ 174.20**	**$ 706.53**	**$ 2,198.03**	**$ 16,000.00**	**14%**
50	**15-5000 Postage**								
51	15-5300 Postage- Permits & Fees	0.00	0.00	250.00	835.00	0.00	1,085.00	3,000.00	36%
52	15-5301 Postage- Bulk Imprint	0.00	1,367.03	2,000.00	0.00	0.00	3,367.03	12,500.00	27%
53	15-5304 Postage - Prepaid/Return	0.00	0.00	0.00	2,000.00	0.00	2,000.00	12,500.00	16%
54	15-5305 Postage - Daily (Metered)	3,195.43	995.34	1,615.05	3,732.76	0.00	9,538.58	5,000.00	191%
55	15-5307 Postage - Voice Mail	0.00	0.00	0.00	0.00	0.00	0.00	3,800.00	0%
56	**Total 15-5000 Postage**	**$ 3,195.43**	**$ 2,362.37**	**$ 3,865.05**	**$ 6,567.76**	**$ -**	**$ 15,990.61**	**$ 36,800.00**	**43%**
57	**15-5100 Communications**								
58	15-5315 Com - Telephone (Lined)	473.72	1,520.12	482.62	1,823.14	514.60	4,814.20	10,000.00	48%
59	15-5316 Com - Internet Access	374.75	301.50	522.25	680.25	301.50	2,180.25	3,800.00	57%
60	15-5317 Com- Cell Phones	1,659.77	1,489.91	2,566.50	1,625.12	950.12	8,291.42	26,500.00	31%
61	15-5320 Com - Voice Preparation	0.00	0.00	0.00	0.00	0.00	0.00	16,800.00	0%
62	15-5325 Com - Subscription/Publication	540.85	197.99	197.99	525.98	818.88	2,281.69	2,800.00	81%
63	**Total 15-5100 Communications**	**$ 3,049.09**	**$ 3,509.52**	**$ 3,769.36**	**$ 4,654.49**	**$ 2,585.10**	**$ 17,567.56**	**$ 59,900.00**	**29%**
64	**16-5300 Operations Expense**								
65	16-5330 Off/Op Exp - General Supplies-	3,661.47	3,468.21	2,938.79	5,201.00	1,346.90	16,616.37	22,999.58	72%
66	16-5333 Off/Op Exp - Copier	0.00	0.00	0.00	0.00	0.00	0.00	5,000.00	0%
67	16-5334 Off/Op Exp - Equip. Int.	0.00	0.00	0.00	0.00	0.00	0.00	500.00	0%
68	16-5335 Off/Op Exp - Contract Print	0.00	0.00	0.00	0.00	0.00	0.00	500.00	0%
69	16-5336 Off/Op Exp - Advertising	800.00	0.00	0.00	0.00	0.00	800.00	2,000.00	40%
70	**Total 16-5300 Operations Expense**	**$ 4,461.47**	**$ 3,468.21**	**$ 2,938.79**	**$ 5,201.00**	**$ 1,346.90**	**$ 17,416.37**	**$ 30,999.58**	**56%**
71	**17-5000 Equipment/Furniture/Computers**								
72	17-5340 Equip/Furn - Service Agreements	0.00	65.48	493.77	0.00	0.00	559.25	1,200.00	47%
73	17-5342 Equip/Furn - Off.Equip&Repair	0.00	0.00	3,443.94	0.00	0.00	3,443.94	1,000.00	344%
74	17-5343 Equip/Furn - Computers	391.14	2,933.01	1,750.91	628.93	75.24	5,779.23	10,000.00	58%
75	17-5344 Equip/Furn - Office Furniture	0.00	225.00	0.00	0.00	0.00	225.00	5,000.00	5%
76	17-5345 Equip/Furn - Misc/Rental	0.00	0.00	0.00	0.00	0.00	0.00	500.00	0%
77	17-5412 Equip/Furn - Technical Support	7,620.00	0.00	3,838.75	6,700.00	0.00	18,158.75	42,000.00	43%
78	17-5450 Equip/Furn - Web Site	3,000.00	0.00	150.00	0.00	25.00	3,175.00	10,000.00	32%

VERMONT STATE EMPLOYEES ASSOCIATION
Budget vs. Actuals: Budget - FY14 P&L
Oct 2013-Feb 2014-NOT FINAL

		Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Actual	Total Budget	42% % of Budget
79	**Total 17-5000 Equip/Furniture/Computers**	**$ 11,011.14**	**$ 3,223.49**	**$ 9,677.37**	**$ 7,328.93**	**$ 100.24**	**$ 31,341.17**	**$ 69,700.00**	**45%**
80	**18-5000 Building Expenses**								
81	**16-5332 Off/Op Exp - Fuel/Electricity**	1,261.46	1,569.22	1,535.07	2,287.26	1,559.98	8,212.99	16,000.00	51%
82	**18-5350 Bldg Exp - Water & Sewage**	0.00	0.00	249.70	0.00	0.00	249.70	1,000.00	25%
83	**18-5351 Bldg Exp - Bldg/Equip Ins**	0.00	0.00	0.00	0.00	0.00	0.00	2,100.00	0%
84	**18-5352 Bldg Exp - Repairs/Improvement**	0.00	900.00	568.07	0.00	0.00	1,468.07	15,000.00	10%
85	**18-5354 Bldg Exp - Misc. Maintenance**	461.49	2,743.88	37.83	370.83	141.15	3,755.18	10,000.00	38%
86	**18-5355 Bldg Exp - Contract Cleaning**	695.00	695.00	695.00	695.00	0.00	2,780.00	8,500.00	33%
87	**18-5356 Bldg Exp - New Building/Moving**	0.00	3,500.00	420.00	4,312.35	7,646.38	15,878.73	0.00	
88	**18-5357 Bldg Exp - Real Estate Tax**	0.00	3,593.30	0.00	0.00	3,593.30	7,186.60	14,000.00	51%
89	**Total 18-5000 Building Expenses**	**$ 2,417.95**	**$ 13,001.40**	**$ 3,505.67**	**$ 7,665.44**	**$ 12,940.81**	**$ 39,531.27**	**$ 66,600.00**	**59%**
90	**19-5000 Board of Trustees**								
91	**19-5401 Board - Meetings/Travel- Trust**	454.05	4,631.75	667.68	259.65	808.46	6,821.59	10,000.00	68%
92	**19-5402 Board - Nat.& Reg.Confer-Trust**	242.20	960.85	511.75	0.00	0.00	1,714.80	5,000.00	34%
93	**19-5403 Board - Officer Allownce-Trust**	375.00	125.00	1,575.00	0.00	0.00	2,075.00	6,500.00	32%
94	**19-5404 Board - Election Stipend-Trust**	0.00	0.00	0.00	375.00	0.00	375.00	250.00	150%
95	**Total 19-5000 Board of Trustees**	**$ 1,071.25**	**$ 5,717.60**	**$ 2,754.43**	**$ 634.65**	**$ 808.46**	**$ 10,986.39**	**$ 21,750.00**	**51%**
96	**20-5000 Council Expenses**							21,000.00	40%
97	**20-5420 Council - CoExp**	0.00	0.00	8,385.95	16.89		8,402.84	0.00	
98	**Total 20-5000 Council Expenses**	**$ -**	**$ -**	**$ 8,385.95**	**$ 16.89**	**$ -**	**$ 8,402.84**	**$ 21,000.00**	**40%**
99	**21-5000 Committee Expenses**							20,000.00	33%
100	**21-5431 Com - Awards/Scholarship**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
101	**21-5428 Com - Bargaining Study**	193.50	0.00	0.00	0.00	0.00	0.00	0.00	
102	**21-5432 Com - Benefit Advisory**	0.00	0.00	201.50	0.00	0.00	201.50	0.00	
103	**21-5433 Com - Budget**	0.00	0.00	0.00	0.00	37.65	37.65	0.00	
104	**21-5434 Com - Building**	0.00	0.00	0.00	58.50	58.50	117.00	0.00	
105	**21-5435 Com - By-Laws/Judical Board**	0.00	0.00	336.06	85.50	196.70	618.26	0.00	
106	**21-5436 Com - Chapter Presidents**	0.00	337.06	179.81	99.00	21.00	636.87	0.00	
107	**21-5438 Com - Elections/Rules/Noms**	59.31	0.00	94.82	7.20	43.20	204.53	0.00	
108	**21-5441 Com - Member Recruitment**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
109	**21-5444 Com - Safety & Health**	64.80	0.00	99.90	34.20	0.00	198.90	0.00	
110	**21-5445 Com - Special Events**	237.11	322.65	95.78	10.80	99.90	766.24	0.00	
111	**21-5446 Com - St Wide Labor Mngment**	291.85	0.00	0.00	0.00	150.30	442.15	0.00	
112	**21-5448 Com - Unit Labor Mngment**	0.00	0.00	0.00	0.00	30.09	30.09	0.00	
113	**21-5450 Com - Legislative**	0.00	316.80	0.00	0.00	362.25	679.05	0.00	
114	**21-5453 Com-Personnel-Com**	0.00	106.65	30.66	0.00	0.00	137.31	0.00	
115	**21-5457 Com- Retirees**	0.00	273.15	315.00	0.00	424.31	1,012.46	0.00	
116	**22-5460 Exec Com- Corrections**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
117	**22-5462 Exec Com- NonManagement**	208.62	0.00	0.00	363.20	0.00	571.82	0.00	

VERMONT STATE EMPLOYEES ASSOCIATION
Budget vs. Actuals: Budget - FY14 P&L
Oct 2013-Feb 2014-NOT FINAL

		Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Total Actual	Budget	42% % of Budget
118	22-5463 Exec Com-State Colleges	0.00	0.00	363.50	0.00	0.00	363.50	0.00	
119	22-5466 Exec Com-Defender General	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
120	22-5467 Exec Com- Judicial	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
121	21-5430 Com - Ad Hoc/Special-Com	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
122	21-5437 Com - Dependent Care	0.00	27.00	0.00	0.00	108.00	135.00	0.00	
123	23-5400 Labor Management Comm								
124	23-5475 LMC-Correction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
125	23-5477 LMC-Non-Management	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
126	23-5479 LMC- ESD	167.40	0.00	200.07	0.00	0.00	367.47	0.00	
127	23-5480 LMC- Supervisory	0.00	0.00	0.00	0.00	0.00	0.00		
128	23-5482 LMC- Judicial	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
129	**Total 21-5000 Committee Expenses**	**$ 1,222.59**	**$ 1,383.31**	**$ 1,917.10**	**$ 658.40**	**$ 1,531.90**	**$ 6,519.80**	**$ 20,000.00**	**33%**
130	24-5001 Bargaining Expense							35,000.00	54%
131	24-5501 BARG- Corrections	3,614.15	1,043.95	633.15	0.00	0.00	5,291.25	0.00	
132	24-5503 BARG- Master Team	1,379.50	389.25	0.00	0.00	0.00	1,768.75	0.00	
133	24-5504 BARG- NonManagement	4,733.19	1,433.71	874.48	1,119.61	39.42	8,200.41	0.00	
134	24-5505 BARG- State Colleges	0.00	1,950.63	238.95	0.00	243.00	2,432.58	0.00	
135	24-5507 BARG- Supervisory	60.77	174.99	0.00	0.00	0.00	235.76	0.00	
136	24-5508 BARG- Defender General	117.90	0.00	68.40	0.00	0.00	186.30	0.00	
137	24-5509 BARG- Judical	0.00	0.00	0.00	400.50	275.54	676.04	0.00	
138	**Total 24-5001 Bargaining Expense**	**$ 9,905.51**	**$ 4,992.53**	**$ 1,814.98**	**$ 1,520.11**	**$ 557.96**	**$ 18,791.09**	**$ 35,000.00**	**54%**
139	25-5525 Annual Meeting	106.00	0.00	1,000.00	0.00	450.00	1,556.00	30,000.00	5%
140	**Total 25-5525 Annual Meeting**	**$ 106.00**	**$ -**	**$ 1,000.00**	**$ -**	**$ 450.00**	**$ 1,556.00**	**$ 30,000.00**	**5%**
141	26-5500 Member Expenses								
142	26-5535 Mem Exp - Council Bonus	0.00	0.00	450.00	0.00	0.00	450.00	1,800.00	25%
143	26-5540 Mem Exp - External Org	0.00	160.31	0.00	1,421.57	484.86	2,066.74	20,000.00	10%
144	26-5541 Mem Exp - Internal Org	73.14	1,187.60	340.68	398.61	310.29	2,310.32	30,000.00	8%
145	26-5550 Mem Exp-Trng-Bd,Coun,Ch,Cm	0.00	500.49	84.72	0.00	633.33	1,218.54	10,000.00	12%
146	26-5555 Mem Exp-Training-Stewards	286.92	192.78	198.05	0.00	0.00	677.75	10,000.00	7%
147	26-5560 Mem Exp -Scholarship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
148	26-5567 Mem Exp - Misc. Meetings	749.25	1,441.89	1,977.81	1,323.25	1,306.03	6,798.23	1,400.00	486%
149	26-5565 Mem Exp- MemSup Payment	500.00	1,500.00	0.00	500.00	500.00	3,000.00	10,000.00	30%
150	26-5542 Mem Exp- ExtComm	4,500.00	490.00	140.00	0.00	15,675.16	20,805.16	18,000.00	116%
151	35-5802 Misc Exp - Lobbying	582.34	4,015.76	863.26	4,903.81	8,031.39	18,396.56	40,000.00	46%
152	**Total 26-5500 Member Expenses**	**$ 6,691.65**	**$ 9,488.83**	**$ 4,054.52**	**$ 8,547.24**	**$ 26,941.06**	**$ 55,723.30**	**$ 141,200.00**	**39%**
153	27-5600 Insurance Expense								
154	27-5601 Ins Exp- AD&D(VSEA Mems)	0.00	0.00	0.00	0.00	2,463.45	2,463.45	5,000.00	49%
155	27-5602 Ins Exp - Bond (Pension)	0.00	0.00	0.00	0.00	0.00	0.00	500.00	0%
156	27-5603 Ins Exp - Worker's Comp	1,061.63	1,061.63	2,384.60	1,068.63	1,837.13	7,413.62	12,500.00	59%

VERMONT STATE EMPLOYEES ASSOCIATION
Budget vs. Actuals: Budget - FY14 P&L
Oct 2013-Feb 2014-NOT FINAL

		Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Actual	Total Budget	42% % of Budget
157	27-5604 Ins Exp-Professional Liab	0.00	0.00	0.00	0.00	0.00	0.00	5,000.00	0%
158	27-5605 Ins - Exp - Counsel Retainer	5,665.70	962.00	3,570.50	3,404.00	7,585.00	21,187.20	3,000.00	706%
159	**Total 27-5600 Insurance Expense**	**$ 6,727.33**	**$ 2,023.63**	**$ 5,955.10**	**$ 4,472.63**	**$ 11,885.58**	**$ 31,064.27**	**$ 26,000.00**	**119%**
160	**35-5000 Misc Expense**								
161	35-5803 Misc Exp - Chap/Campus Rebates	0.00	1,000.00	0.00	0.00	0.00	1,000.00	16,500.00	6%
162	35-5808 Misc Exp-Gift, etc	0.00	498.60	75.00	330.97	189.81	1,094.38	1,000.00	109%
163	35-5805 Misc Exp- Audit/Tax Prep	0.00	0.00	0.00	6,500.00	6,200.00	12,700.00	15,000.00	85%
164	35-5806 Misc Exp-Int/Late Ch/Penal	0.00	3.13	31.00	258.83	(115.15)	177.81	0.00	
165	35-5807 Bank Fees	55.00	0.00	110.00	55.00	0.00	220.00	0.00	
166	355807A Misc Fees - Investment	876.67	892.18	897.08	887.09	0.00	3,553.02	750.00	474%
167	35-5811 Misc Exp - Miscellaneous	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
168	**Total 35-5000 Misc Expense**	**$ 931.67**	**$ 2,393.91**	**$ 1,113.08**	**$ 8,031.89**	**$ 6,274.66**	**$ 18,745.21**	**$ 33,250.00**	**56%**
169	**Total Expenses**	**$ 193,262.58**	**$ 188,268.59**	**$ 219,178.73**	**$ 231,367.39**	**$ 245,085.75**	**$ 1,076,969.54**	**$ 2,846,098.00**	**38%**
170	**Net Increase/(Loss) to Reserves**	**$ 157,719.19**	**$ 36,681.78**	**$ 21,431.69**	**$ (47,231.05)**	**$ (19,394.21)**	**$ 149,400.90**	**$ -**	

VERMONT STATE EMPLOYEES ASSOCIATION
Balance Sheet
As of September 30, 2013-NOT FINAL

		Total
1	ASSETS	
2	Current Assets	
3	Bank Accounts	
4	01-0001 Cash Account - Unrestricted	
5	01-1010 Gen Operations Account	124,984.31
6	01-1014 Payroll Account	0.00
7	Total 01-0001 Cash Account - Unrestricted	124,984.31
8	01-0002 Trust Accounts	
9	01-1011 Reserve Account Trust	405,487.20
10	01-1012 Equipment Fund Trust	141,832.21
11	01-1013 Building Account Trust	95,578.89
12	01-1026 Agency Sweep Trust	765,499.41
13	01-1033 Agency Escrow Trust	307,441.57
14	Total 01-0002 Trust Accounts	1,715,839.28
15	01-0003 Cash Accounts - Semi Restricted	
16	01-1016 Conflict Counsel Account	24,633.93
17	01-1021 Regular Savings	45,608.09
18	01-1022 Scholarship Account	62,253.68
19	01-1032 Member Support Fund	9,426.89
20	01-1035 MPP Retirement Merchants	7,657.50
21	01-1036 External Communications	92,169.98
22	Total 01-0003 Cash Accounts - Semi Restricted	241,750.07
23	01-0004 VSECU	
24	01-1020 Regular Savings (VSECU)	0.00
25	01-1023 Scholarship Fund (VSECU)	360.10
26	Total 01-0004 VSECU	360.10
27	01-1015 Petty Cash	146.37
28	01-9999 GenOp Checking - to be deleted	0.00
29	1-1032A Member Support Fund (Chitt)	0.00
30	Total Bank Accounts	2,083,080.13
31	Other current assets	
32	01-1042 A/R - VSEA Staff	(852.58)
33	01-1043 A/R - Non-Member Payees	1,000.00
34	01-1045 A/R - Miscellaneous	745.87
35	01-1047 A/R - Agency Fees	1,046.64
36	01-1068 Assets - Prepaid Insurance	12,238.31
37	01-1069 Assets - Prepaid Expenses	6,696.49

38	Total Other current assets	20,874.73
39	Total Current Assets	2,103,954.86
40	Fixed Assets	
41	01-1050 Assets - Land & Building	75,575.00
42	01-1051 Assets - Building Improvements	836,745.97
43	01-1052 Assets - Land Improvements	6,550.66
44	01-1060 Assets - Furniture & Equipment	334,679.39
45	01-1061 Assets - Computers	40,204.74
46	01-1062 Assets - Prepaid Expense	15,768.01
47	01-1070 Accum Dep - Land & Bldg	(584,796.00)
48	Total Fixed Assets	724,727.77
49	TOTAL ASSETS	2,828,682.63
50	LIABILITIES AND EQUITY	
51	Liabilities	
52	Current Liabilities	
53	Accounts Payable	
54	02-0001 Accounts Payable	116,591.34
55	02-2010 Liab - Accounts Payable	0.00
56	Total 02-0001 Accounts Payable	116,591.34
57	Total Accounts Payable	116,591.34
58	Other Current Liabilities	
59	02-0002 Misc Current Liabilities	
60	02-2011 Liab - A/P - Great Escape	32.78
61	Total 02-0002 Misc Current Liabilities	32.78
62	02-0003 Tax Liabilities	
63	02-2020 Liab - Tax - Total Tax Liab	0.00
64	02-2021 Liab - Tax - FICA-EE	4,576.63
65	02-2022 Liab - Tax - Fed. Income Tax	7,769.15
66	02-2023 Liab - Tax - State Income Tax	5,985.88
67	02-2024 Liab - Tax - FUTA	1,179.40
68	02-2025 Liab - Tax - SUTA	1,019.56
69	02-2026 Liab-Tax-FICA-ER	0.00
70	Total 02-0003 Tax Liabilities	20,530.62
71	02-2030 Liab - FRB - Staff Health Ins	(2,896.84)
72	02-2031 Liab - FRB - Staff Life Ins	169.56
73	02-2032 Liab - FRB - Staff Tongue Ins	117.66
74	02-2033 Liab - Staff Payroll Deposit	14.87
75	02-2035 Liab-Other Payroll Deduction	318.00
76	02-2036 Liab - Staff Alliance Dues	85.00
77	02-2040 Liab - Member Tongue Ins-InExp	0.00
78	02-2042 Liab-Member Dental-InExp	(5,062.69)
79	02-2045 Liab - VT PAC Donations-LobExp	139.55

80	02-2046 Liab- Special Donations	5.00
81	02-2047 Liab- Member Support Donations	666.10
82	02-2048 Liab- Scholarship Donations	304.29
83	02-2050 Liab - State Police Unit Dues	0.00
84	02-2059 Liab-Accrued Comp Time	7,175.13
85	02-2060 Liab - Accrued Wages	88,312.38
86	02-2061 Liab - Accrued Annual Leave	63,961.34
87	02-2062 Liab - Pension Exp. Payable	93,325.18
88	Direct Deposit Payable	0.00
89	Total Other Current Liabilities	267,197.93
90	Total Current Liabilities	383,789.27
91	Long-Term Liabilities	
92	02-2014 Liab- Accrued Expenses	181,394.63
93	Total Long-Term Liabilities	181,394.63
94	Total Liabilities	565,183.90
95	Equity	
96	03-3010 Equity - Fund Balance	1,905,883.87
97	30000 Opening Balance Equity {9}	0.00
98	32000 Retained Earnings	264,499.51
99	Net Income	93,115.35
100	Total Equity	2,263,498.73
101	TOTAL LIABILITIES AND EQUITY	2,828,682.63

SPECIAL EVENTS COMMITTEE (SEC) REPORT

We had a great turn out for Lobby days, good food, lots of people but will plan for way more food for Lobby Days 2015. It was nice to have it at Capital Plaza, great trainings and presentations by our members and staff, a lot more room to meet and greet our representatives and much easier access for everyone. It was a very classy affair!

The Committee is hard at work planning the 2014 Annual Meeting. This year we will be hosting a 70th Birthday Party for VSEA at the Killington Grand Hotel in Killington Vermont on Friday Night. Lots of party games, break off ticket fund raiser with the proceeds to go to Membership Support, dancing and lots more fun time to get to know your Union Brothers and Sisters. September 12h Council Meeting and September 13th Annual Meeting. Save the dates and be looking for more information coming soon.

We are also working on our 2015 Annual Meeting which will be held at Jay Peak, in Jay, Vermont on September 11th, Council Meeting and September 12th Annual Meeting.

Respectfully submitted:

Bonnie Kynoch
Chair, Special Events Committee

VSEA - Retiree Chapter -
Chapter Report to 3-18-14 VSEA Council Meeting

The retiree Chapter has been busy since our last report. We have done a lot of phone banking for VSEA and for the Chapter. Members are active in VSEA legislative outreach. Of special note is our concern over the State's move to force retirees out of the bargained prescription drug plan and into a Medicare part D plan known as EGWP (Employer Group Waiver Plan) by bypassing the bargaining process thru legislation sponsored by Rep. Donna Sweaney. We hope this is not the beginning of efforts by the State to weaken VSEA bargaining for all members.

We hold regular Executive Committee (Chapter officers and trustees) meetings and encourage Chapter members to attend these meetings. Many Chapter members continue to do outreach to Lifetime members to encourage them to join the Chapter and participate in activities. This year will mark the 10th anniversary of the Retiree Chapter. Our annual meeting is planned for August.

Respectfully Submitted: Luci Stephens, Clerk - VSEARC

VSEA Board of Trustees Meeting

Friday, January 10, 2014
VSEA Headquarters, Montpelier VT

Attending: David Bellini, Jef Briggs, Rachael Fields (phone), Chris Frapier, Tom Hango, Janis Henderson, John Howe, Jennifer Lyford, Joanie Maclay, Sheila Manchester-Coniff, Shelley Martin, Mary Poulos, Michelle Salvador, Joe Silvestri, Bob Stone,Jeff Trowt, Dave Wortheim. Absent: Tracey Harrington
Staff Present: Mark Mithcell, Kristin Warner, Brian Morse, Josh Massey

Also Attending: Ed Shanks, Ron Glencamp,Mike Davidson, Joyce White! Robyn Lambert,Bonnie Kynoch, Katelyn Chase. Tom Joslin (late morning)

Call to Order 9:20 AM

Welcome and introduction of members and guests including new Union Rep Brian Morse.

Review of Agenda

Minutes: **David Bellini moved to approved December minutes with the two changes as requested by Shelley Martin. Joanie Maclay seconded and minutes approved unanimously.** Corrections: On page 3 delete "Committees are getting slowly filled." Change "Shelley said that are a lot of new people on committees." to " Shelley is carefully filling committees with new activists." Also removed the last clause of the last sentence of the President's Report to read: " Shelley commented that if any members have concerns about other members she will report back if there is important information to consider."

First Vice President's Report: Michelle Salvador reviewed the December Council meeting and its approval of the legislative agenda.

Special Events Committee Report: Bonnie Kynoch reports that the contract has been signed for annual meeting to be held at Killington. Goal is to have registrations completed by July 1. **Janis Henderson made a motion to allow VSEA to contract for Jay Peak for the 2015 annual meting and seconded by Mary Poulos.** Having the event scheduled and book a year ahead helps the committee stay on time and organized. Rates at Jay seem comparable. Comparisons to Burlington show this is a better rate. This would allow us to lock in at room rates. Feedback followed on how to organize the meeting. Feedback provided on working with resorts that have unorganized labor. Discussion followed on how to work with Chapters to help with financing rooms for members. The President expressed a desire to run a town hall style meeting. **Motion passed unanimously.**

Presidents Report: The President visited HAEU at DCF to meet with members who have had working conditions modified due to the rollout of health care reform. The

VSEA worked with getting several modifications. The President has attended several legislative events including Republican and Democratic caucuses and intends to go to the Progressives. The President invited ANR management to present its implementation of a new performance management program to VSEA staff so that they are informed as to how it works. Annual meeting gifts were sent out to members who went to annual meeting. The President placed an article on procedures for members to make staff work requests in Week In Action. **April Board Meeting changed to April 18.** VSEA is co-sponsoring a Book Party on January 23 at the Vermont Workers Center from 6-8 PM.

Sadly President Martin acknowledged the passing of longtime VSEA activist Chet Briggs on January 3. There will be a memorial service at the Labor Hall in Barre on Saturday January 25.

Treasurer's Report: Audit started this week with a new audit firm. The treasurer raised an issue about the capitalization level being too low. It is now set at $500. The recommendation of the last two audits has been to increase it to at least $1,000. **Chris Frapier made a motion to raise the capitalization level from $500 to $1,000. Motion seconded by Tom Hango.** Discussion followed addressing how this fits into policy and whether it may be better to go to $2,000. The Treasure prefers to be incremental. **Bob Stone called the question. Unanimous agreement to move the question. Original motion passed unanimously.** The Treasurer reminded the Board that the current year's budget is so tight that any additional expenses, outside the budget, will require us to go into Reserves, which requires a Board approval. The Treasurer gave the Board additional information about our position in regard to income and expenses. 2nd Vice President Briggs raised concerns about the appearance of being 5% over budget. The Treasurer emphasized that she is "very comfortable with the fiscal health of this organization". Last year we were able to do all the extra things the Board requested without drawing on reserves. Director Mitchell reminded the Board that the budget is projected even before we know how we finished the current year. Director Mitchell noted that the troubles we had last year came with a significant cost. Director Mitchell also noted that we have a better fiscal situation because we have increased membership and have greater dues income. A discussion followed about the cost of administering the Staff retirement 401K plan. **Bob Stone made a motion, Jeff Briggs seconded, to accept the Treasurers Report. Motion passed unanimously.**

Director's Report: Staff is energized for 2014. Director Mitchell reviewed the latest iteration of the Strategic Plan. VtPac goals were scaled back a little. He distributed the Legislative Priorities of the Vermont Labor Caucus.

Staff Priorities: Tim Lenoch is our new Labor Educator and is assessing our current steward system to determine the appropriate level of training. He is meeting with each unit executive committee. Bob South, now in back in the Legislature and works for VSEA only on Mondays. Brian Morse will be covering Bob's territory during the legislative session.

Judicial Unit has elected Margaret Crowley as Unit Chair. Kelly Burns will be the lead negotiator for the Unit. Brian is going to be the lead organizer for the unit. Janis Henderson is going to help support that campaign. Brian will be doing the lead research for Judicial.

The Organizing Department will start distributing membership cards at UVM next week.

Our new Operations Manager, Ray Stout, will be working to upgrade our database. Tim Boyle is working on getting the "hold" lifted on the States Attorney bill so it can come to the floor and allow us to allow us to file a representation petition to the VLRB.

Ray is now able to pull more information on fee payers to allow us to reach out to them and welcome them to the union.

Josh Massey is working on Lobby Day on Feb 18.

Union Representatives are working on mapping out worksites to learn where our member leaders are located and where we need to focus out efforts.

Legal Team is in overdrive. Working on Emergency closing grievance. We did well in court. There is status conference at Labor Board to challenge the waiver that a member is refusing to sign giving up all the worker's statutory rights. We now have 25 cases before the Vermont Labor Board where previously we have only had 3 at a time. The presence of VSEA is a marked change in our protection of worker rights.

Mark distributed an extension agreement for Vincent Illuzzi to continue to lobby for VSEA and to mentor our staff attorneys. **Sheila Manchester Coniff moved and Jeff Briggs seconded to accept the contract contract with Vincent Illuzzi be extended to January 1, 2015, and to increase the compensation to $6,562.50 per month, commencing on December 15, 2013.**

Motion made to go into executive session by Bob Stone, seconded by Chris Frapier, all but Sheila Manchester Coniff and Jennifer Lyford supported the motion.

The Board went in to Executive Session for approximately 30 minutes.

Coming out of executive session: **The Board approved the motion unanimously.**

Bob Stone, responding to the Directors report raised concerns about Union Representatives attending Chapter meetings and asked for clarification of policy. He inquired about the Steward program with the new Labor Educator. Bob also asked about our new HQ search. He also asked about implications of an adverse decision on the Agency Fee Supreme Court Case. President Martin and Director Mitchell responded briefly to these questions.

Legislative Report: Steve Howard announced, sadly, that Senator Sally Fox passed away today. She had been a strong supporter of fully staffing State mental health facility. We will truly miss her. Steve discussed the Working Vermont Caucus and requested our $6,000 support for this program. They work on many issues that concern workers in general and they help us strategically in the State House. We are working hard to make the State Health Care plan the plan standard for the Single Payer plan. Josh Massey is working hard on the February 18 Lobby Day. The Governor and Speaker refuse to raise new revenue and at the same time there is a large budget deficit. This means Lobby Day is critically important this year. Steven also announced that on January 23rd at 5:00 PM there is a fund raiser at Sweet Melissa's on Langdon Street for Solidarity PAC to support pro-labor candidates. We have already supported a $1,500 commitment. We are trying to bring 35 members. **Sheila Manchester Coniff moved and Jeff Briggs seconded to give $6,000 to Working Vermont. Motion passes unanimously.** The first week at the Legislature went well. We got a good response from a House Committee on the Whistle Blower bill testimony. This would allow the State Auditor to protect the identity of the Whistle Blower. This allows us to have a much larger discussion about the whole issue of retaliation. The Temp Bill, the Retirement and Privatization Bills are going into committees with hearing dates set. We are working on the development of a whole worker involved relocation process policy. Senator Pollina asked about whether there is an attack on the DOL case manager. We continue to work on a larger project of limiting and monitoring privatization of State worker jobs. Senator White agreed to advance these bills. Dealing with temps in State government and privatization are her top priority. Senator Sears is working on ways to improve safety for police and corrections officers. We are moving cards in State's Attorneys Offices. We have noticed that any position in State government that becomes vacant, in any part of government, is switched to create the 75 new positions at the new State Hospital.

Lunch Recess: 12:00 - 12:45

Report from Josh Massey about Lobby Day. He is seeking members to join phone banks to call members to come to Lobby Day. This is important because there is a $70 Million budget deficit with an administration that refuses to raise revenues. Members need to show up and be heard on Feb 18 at the State House.

District Reports: Jennifer Lyford reported on the success of the NMU contract presentation by Bob Stone at the Waterbury Chapter Mtg.

Unit Reports: State Colleges ratified their contract. NMU has finished week one of tentative agreement meetings. We are trying to schedule Southern Vermont meeting. We are considering looking into Vermont Interactive Television. Supervisory Unit has a concern about ERN having updated addresses for ballots.

Building Committee Report: Ray Stout and Committee Chair Tom Joslin gave a presentation on the various options for a new VSEA Head Quarters. There are now 5

options. Reasons for leaving: lack of parking in current location, not enough room, bargaining meetings at House of Tang, staff are stacked in a closet now, the current building requires constant repair and renovation, we have a lack of signage because this is an historical building. Additional avoidable rental expenses is $12,000 a year. Ray presented us with both rental and purchase options. Ray reviewed our purchase cost and expense on the current addition to show that the building is now worth less than the investment we put into the current building.

Goal is to have a HQ that allows us to hold all of our meetings, to act as a strategic labor hall with at least 120 parking spaces. Parking lots $5 to $8 thousand per space. We need 7,500 square feet of office space and 6,000 square feet of meeting space.

Blanchard Block: Barre, free use of Opera House one day a month, 10 year lease with option to purchase.

City Place: Barre with a 7 year lease with purchase option. State is the primary holder and the State could decide we could or could not purchase. 25 dedicated parking spaces.

Elks Club: Ownership without rental requirements. Space can be customized. Fill on the lot is not in the area of the construction and is non-toxic. Need to purchase parking spaces from Elks club which requires easements. Requires sewer and power lines. $2.2 to $2.7 million. There is a lean on the Elks Club building. Gloria Rice, an attorney, as drafted a letter of intent to the People's United Bank to allow us to purchase the parking lot easement. This land is own by Jim Fecteau.

Berlin Rt 12 "highway lot": Building could be owned outright or can be broken into condos. On border with Montpelier with smaller property taxes.

Waterbury State Complex: Purchase option for both Wasson and Stanley Hall. Wasson must be raised five feet meet flood regulations and needs an elevator. Stanley must be razed. 2.6 million

Discussion followed about the various options. The Board decided to eliminate the City Place option.

New Business:

Joe Silvestri suggested establishing a Chapter Grant program to allow unused funds from less active Chapters to be used more other Chapters. Action for February meeting to research ways to facilitate this change.

Bob Stone asked about funding for the Waterbury Contract and Chapter Meetings at St. Leo's Hall.

Michelle Salvador shared about heating problems at the Morrisville AHS Building and workers attempts to work with BGS to correct the situation. The buildings are often just 50 degrees during the work day. Michelle suggested that we get VSEA clothing to help keep our members warm and to express worker solidarity in promoting safe and decent working conditions.

Jennifer Lyford suggested that we send a message to all members that their expectation is for all VSEA members is to become a VTPAC member. Michelle Salvador and Shelley Martin will work on a message for Week In Action. They will also look into having a VPAC sign up on the member sign-up cards.

Bob Stone made a motion that VSEA send a $250 to the Barre Labor Hall in memory of Chet Briggs, seconded by Joanie Maclay. Motion carried unanimously.

Adjourned: 2:50PM