

WEEK IN ACTION!

Weekly News From Your Union ~ August 10, 2015 – August 14, 2015

Unspeakable Tragedy Rocks State Employees, VSEA & Vermont

As most state employees know, last Friday, as many of you were leaving—or preparing to leave—work, an unspeakable tragedy occurred outside the City Place Building in Barre. Fourteen-year DCF social worker Lara Sobel was tragically shot and killed by a client, primarily for fulfilling her duties as a state employee to ensure the safety and well being of a child. Sobel leaves behind a husband, Tim, and two daughters.

Needless to say, it has been a very sad few days for the DCF and VSEA families, as well as for most Vermonters. Many are still trying to come to grips with what happened, especially the workers and members of the community who were unfortunate witnesses to the heinous act. VSEA applauds the State for having folks on site in Barre first thing Monday to counsel workers who are struggling. VSEA also offered whatever assistance it could to the workers, both right after the tragedy and in the coming days and weeks.

VSEA DCF members from across Vermont wasted no time contacting VSEA after the tragedy to say they wanted to conduct a vigil to honor Lara's life, and, to their great credit, in less than 48 hours, they coordinated a very moving and beautiful event at the Old Labor Hall in Barre on Sunday, August 9. Crowd sizes varied from 300 to 500, which demonstrated how much this senseless act impacted all Vermonters. After hearing from Barre Chapter President Sue LaFleche and Senator Anthony Pollina, dozens of Sobel's family, co-workers and friends spoke eloquently about what a truly amazing public servant and human being she was. There were not a lot of dry eyes in the house. After the vigil at the Labor Hall, mourners marched to the spot at City Place where Sobel's life ended to lay flowers and join hands and be led in prayer by several members of the clergy in attendance.

Being the dedicated state employees they are, a majority of the DCF (and AOE) workers in Barre returned to the worksite on Monday, where, as mentioned, they were able to meet with State officials and mental health professionals to talk about how they are feeling and where to go from here. At day's end, VSEA Executive Director Steve Howard and others were outside City Place to greet employees as they left for the day and again offer the union's condolences and assistance.

On Tuesday, an estimated 600 mourners packed the Grand Ballroom at the Capital Plaza Hotel to say final goodbyes to Lara before she was laid to rest. Again, Lara was praised for the way she conducted herself professionally and in her private life, being remembered as a dedicated, caring and loving wife, daughter, sister, mother and social worker, among other things. It was a fitting tribute to a life taken far too soon.

Yesterday, VSEA President Shelley Martin sent a personal letter to the family, once again expressing VSEA's heartfelt condolences and ending with "Please know that VSEA is committed to ensuring Lara's legacy will be one of creating a safer work environment for all Vermont state employees."

Rather than try and condense all the press around Lara Sobel's death, below you'll find excerpts from various stories with links to the full story.

Day-Of & After Press

8/8 *Free Press* – [DCF Worker Killed After Custody Dispute](#)

"I am beside myself. These men and women put their lives on the line each day, and we don't understand the serious nature of these cases," said [Senate Pro Tem John] Campbell. "This could happen in any

state office or court. We do not pay them enough and respect them enough."

8/8 *Times Argus* – [DCF Worker Fatally Shot At City Place](#)

"It's sad," said 18-year-old Randy Tatro. "She (Sobel) didn't have to die."

8/8 *VPR* – [DCF Employee Fatally Shot In Barre](#)

"This is hitting me very hard," [AHS Secretary Hal Cohen] says. "Lara is someone in my local community, she's a member of my synagogue, we know her family and her children. To a person, everyone who talks about Lara talks about a lovely human being who really cared."

8/8 *Times Argus* – [A Client Mourns Lara Sobel](#)

"The last thing that she said to me was, 'I have a lot of respect for you. You are a very brave woman,'" the [unnamed] mother said. "That is something I never would have expected to hear from what you hear of (DCF) workers. She was just so kind and so caring that it really hit me hard when I heard today it was her that was shot last night. It makes me very angry."

[WCAX](#)

[WPTZ](#)

Vigil Press

8/10 *Associated Press* – [300 Gather To Remember Vermont Social Worker](#)

"Lara was a beautiful, beautiful individual and she really, really cared about the kids, all the kids," Joseph Faryniarz, the cousin of Sobel's husband, said during the vigil. "This is a tragedy and the family is doing the best that it can."

8/10 *Times Argus* – [Community, State, Mourn DCF Worker](#)

"I'm here to support my fellow co-workers," [VSEA Member Deb] Currier said. "I don't know any of them, but it is tragic for all of us."

8/10 *Free Press* – [Community To DCF: "You Are All Heroes"](#)

"I realize that she didn't work just with children," [Tyler] Watkins said in front of the vigil crowd. "She kept interest in the entire community. ... She took interest in people, even people she was just passing by. I don't think you see that in too many people these days. I think it takes someone extremely special to do that."

8/10 *VTDigger* - [State Employees Remember Lara Sobel's Commitment To Children](#)

"She actually really appreciated [families] for who and what they are," [Sen. Anthony] Pollina said of families whose cases are handled through the state. "Lara Sobel did everything she possibly could every day of her life."

8/11 *Times Argus* - [Nice Letter To The Editor From Rev. Earl Kooperkamp](#)

"This vigil was an opportunity for our community to come together in our shock and grief to support each other and to redeem the space marred by violence and hatred."

[Free Press Vigil Video](#) (worth watching!)

[WCAX](#)

[WPTZ](#)

[North Country Public Radio](#)

Recent Press

8/11 *Burlington Free Press* – [Vermont Social Workers Return In Mourning](#)

“Once you get inside, there is increased security,” [AOE Communications Director Jill Remick] added. “I have to swipe my badge just to get inside the break room, but when you get out of the building, there is no security.”

8/11 *Rutland Herald* - [Security for State Workers Varies](#)

“Our members would say they experience threats every day and they don’t feel like this should be treated like an isolated incident that won’t happen again,” [VSEA Executive Director Steve] Howard said. “The concern they have that this could happen over and over again is real. I think we have to stop saying, ‘This is an isolated incident’ and start talking about what we can do about it.”

8/13 *Burlington Free Press* - [Child Protection Workers Face Danger, Criticism](#)

"It's terrifying for us, and I think it's terrifying for our family members," [DCF Social Worker Maggie] Van Duyn said. "But I also think that because we're social workers, we know we have to keep doing this. If we don't help families, who will?"

Funeral Press

8/12 *Times Argus* - [Lara Sobel: Tribute To An Idealist](#)

“We are a strong family, but we could not have made it through these last few days without the support of an amazing community,” said Sobel’s sister-in-law Marsha Faryniarz. “They say you can tell a lot about people by the company they keep. If that’s true, Tim and Lara are nothing short of extraordinary... We simply cannot thank all of you enough.”

[WPTZ](#)

[WCAX](#)

Editorials Worth a Read

8/10 *Times Argus* – [Tragic Lessons](#)

“State workers do not deserve to address the important task of protecting children understaffed and overworked. It’s time to recognize the importance of the work that Sobel and other workers do, and to avoid the tendency to allocate just enough resources to allow them to fail. Because, in the end, closing these gaps may truly improve communication, reduce caseloads and allow for better outcomes.”

8/11 *Time Argus* – [Changing Attitudes](#)

“No state employee should be hated for doing their job. They should not be fearful of doing their jobs. And, at a minimum, they should not have to fear for their lives just for showing up to work. We need to change our attitudes about DCF.”

AHS Issues Protocol For Employees To Follow If Threatened, Harassed Or At Risk

AHS Secretary Hal Cohen sent a memo to all AHS workers on August 12, letting folks know that he and DCF Commissioner Ken Schatz are implementing a “clear set of procedures and protocols for you to follow should you encounter a situation where you feel threatened, harassed or at risk.”

It continues, “Whenever you encounter a situation that causes you to feel unsafe, is potentially violent, or may result in a critical situation, I ask that you do the following:

- If you believe there is an imminent and dangerous situation, call local law enforcement, then call BGS security;
- Report the situation to your supervisor; and
- Submit a BGS Security Incident Report (<http://bgs.vermont.gov/security/incidentreport>).

Tip: You should bookmark this link on your web browser for easy access to it.

“Your Supervisors will work with management, the designated security person in your department, Dawn O’Toole (Dawn.Otoole@vermont.gov) in the AHS Central Office, and other staff to provide support and determine the correct response to the situation via official Departmental, AHS, and state processes.”

Union Representative Resends Safety Survey To DCF FSD Employees

In the wake of last Friday’s tragedy, Union Representative Kelly Burns sent an email to all DCF FSD employees on Wednesday, urging them to revisit a safety survey from earlier this year that has now been revised to include questions more pertinent to helping address workers’ concerns about terrible incidents like the one last week.

DCF FSD employees are urged to complete a revised survey as soon as possible. Please be as thorough as possible in your answers.

Senator Anthony Pollina’s Remarks At Sunday Vigil

WIA wanted to share Sen. Pollina’s remarks with you from Sunday’s vigil:

It can be difficult to speak when there are no words to describe what we are dealing with.

We're here today because of a tragedy that has happened to our community.

And the best thing we can do is generate as much love and positive feelings as we can to move past this tragedy and bring us to a better place.

I will not pretend to know what those closest to Lara, her coworkers, family and dear friends, are feeling today.

I do know that when we lose someone suddenly we think about all the things we forgot to say or do. Hugs not given and words of appreciation not shared.

So let's take a moment to appreciate Lara's life and her work.

Like many of you, Lara not only worked with and for kids and families. She really appreciated them for who they are, while doing a job often under-appreciated, where in fact state workers are sometimes viewed as the problem rather than the heroes they often are.

It is time to change that in her memory.

Lara is one of the best examples of what we call a "front-line worker," fighting every day, in very real ways for justice, truly touching lives, often lives struggling with their own tragedy, the tragedy of

And, like many laboring in Human Services, she was often over- worked, in an office that is understaffed, expected to do more with less, and somehow managing to get it done.

Now, I apologize if anyone feels my words are inappropriate but I think it's important to say, that when policymakers tell us that "we are strong," we will get through this "together" and you have "our" support; that we tell them it's more complicated than that and we ask them just what they are willing to do.

Will they have half the courage and strength of Lara Sobel? Do they have the will to provide the funding, practical as well as moral support, staffing, resources and security, that heroes like Lara deserve so they can meet the real needs of our kids and families.

Lara Sobel did all she could. She gave everything she had.

Let's commit ourselves to truly appreciating her life and work.

Lara would want us to appreciate all of those who do this work so important to our community.

*So remember, **we are all Lara Sobel.** Let's keep her in our hearts.*

We thank all the hard-working, courageous folks at the Department for Children and Families and all of state government.

And we thank you Lara Sobel, for your dedication, courage and love.

We will miss you. But we will not forget you.

VSEA Creates Simple Image To Honor Lara

VSEA created a simple image this week that honors Lara for employees to download, print and hang on their desk at work or take home, or whatever. The image features a black ribbon with the words "In Memory of Laura Sobel. We Will Never Forget." To download the image, [click here](#).

Winners Determined In Five Recent VSEA Board Of Trustees' Races

VSEA's Elections, Rules and Nominating Committee was at headquarters this week to count ballots to determine the winners of five recent elections for a seat on the Board of Trustees. Congratulations to all the winners, and they are:

Non-Management Unit Trustee

William Wells – Benefits Program Specialist – DCF – Burlington

Judicial Unit Trustee

William Capasso – Family Case Manager – Middlebury

District #3 (Newport/Island Pond, Lamoille County, Northeast Kingdom and St. Johnsbury)

Robert Arkley – Shift Supervisor – DOC – Newport

District #5 (Bennington, Rutland)

Christopher Cosgrove – Correctional Educator – DOC – Rutland

District #6 (White River Junction/Springfield/Brattleboro)

Jeff Trowt – Commercial Vehicle Enforcement Inspector – DMV -- Wilmington

Have You Signed The VSEA 2015 Contract: Respect & Dignity Petition Yet?

As official contract bargaining on successor agreements begins, VSEA is reminding members to sign your union's "2015 Contract: Respect & Dignity" petition, which calls for good-faith bargaining, an end to cuts, cuts and more cuts and for lawmakers to stay out of the collective bargaining process (language prompted by a letter from the Chairs of two powerful House committees with their suggestions for what and how to bargain with state employees). To date, VSEA has collected more than 500 signatures on the petition, but we need more!

You can sign the online petition by [clicking here](#).

Last Few Days To Participate In Lamoille Chapter's School Supply Challenge

Recently, collection boxes were brought to worksites across the Lamoille Chapter in an attempt to collect as many school supplies as possible by Tuesday, August 18. All supplies collected are being donated to local kids currently in the custody of DCF's Morrisville Family Services.

School supplies of every kind are needed: backpacks, lunch boxes, pencil cases, pencils, pens, crayons, colored pencil, notebooks, folders, rulers, scissors and markers, just to name a few! Let's continue to unite as a Chapter and collect big for this great cause!

Questions? Contact:

Aimee Towne, Lamoille Chapter President: aimee.towne@vermont.gov

Katelyn Chase, Lamoille Chapter VP: Katelyn.chase@vermont.gov

Peggy Burbank, Lamoille Chapter Clerk and Treasurer: Margaret.burbank@vermont.gov

***VT*Digger Story On VSEA Judiciary Workers' ULP**

[*VT*Digger published a story on August 7 about the unfair labor practice VSEA filed recently against the Judiciary Branch](#) for refusing a request by frontline workers to move the date to begin bargaining a successor agreement to early August 2015. The date change is important because frontline workers say the Judiciary's usual late winter start (anywhere from December to February) hampers them in bargaining because management has already submitted its yearly funding request to lawmakers. All other VSEA Bargaining Teams will begin bargaining in early August.

"The numbers are already determined," VSEA Judiciary unit Chair Margaret Crowley explains to *Digger*. "They have a budget parameter and then they try to fit us into that number." She adds that bargaining for pay raises and other items is hard when the budget is already set, saying, "We end up bargaining against ourselves," meaning that to increase spending in one area means cutting something else in the budget rather than including the increase in the budget request.

The parties met last week at the VLRB for discovery and VSEA General Counsel Tim Belcher says they could be back in front of the ruling body as soon as this week or next.

WIA will let readers know when this case is decided and what the outcome was.

State Hospital Not Operating At Full Capacity Due To Nursing Shortage

[*VT*Digger reports on August 10](#) that the Vermont Psychiatric Hospital has been operating at "limited capacity" for three weeks, placing increased strain on Vermont's mental health system, which already appears to be splitting apart at the seams. In the story, DMH Commissioner Frank Reed says the hospital currently has a maximum capacity of 21 acute-care beds, instead of the 25 created by the State, post-Irene. Reed says it all because of a shortage of nurses.

“If you don’t have the nurses to staff all those beds even though they exist, you can’t bring people in,” Reed explains. He says that the facility currently puts a lot of energy into hiring out-of-state traveling nurses to fill the void, but that there’s a shortage of them as well. Reed adds that the VPCH’s limited capacity status does have the potential to increase the time Vermonters in acute mental health crisis have to wait for care in emergency rooms across the state.

The news drew the ire of Senator Claire Ayer, who tells *Digger* that the VPCH’s staffing issues are causing the state to fail in its obligation to care for Vermonters in acute, mental health crisis.

“We made a promise to Vermonters,” Ayer says. “We said we’re going to open this much smaller hospital but it’s going to be enough because we’ll provide this level of care. We’re not doing it because we’re not staffing it.”

Ayer also points out that she and other lawmakers sent a letter to DHR in September 2014, requesting that the state move away from expending resources to hire traveling nurses and instead “invest in getting Vermont nurses trained and putting them in permanent positions. DHR responded that pay disparity issues between the nurses working in the public and private sector make fulfilling the request difficult.

In the story, VSEA Executive Director Steve Howard supports the call for nurse pay parity, saying nurses working for the state should be paid “at least” what nurses in the private sector are paid. He adds that the State needs to “step up” and complete the market adjustment process. “There are certain populations that the people of Vermont expect the state to take care of,” Howard says.

Reed tells *Digger* that he expects the facility will be returned to full capacity in the next month. Several employees and others have told *WIA* they will believe this when they see it.

VSEA Teams Continue Bargaining Overview Meetings

VSEA Judiciary and NMU Bargaining Team members and staff are continuing a series of meetings across the state to give frontline workers an overview of upcoming bargaining with the State, talk with you about where to go for information and let you know how you can assist your Team throughout negotiations.

Here are the remaining scheduled meetings—by date and Bargaining Unit:

Judiciary Unit– Contact: CC Reuge, creuge@vsea.org)

Morrisville - August 19 - 65 Northgate Plaza, **Break Room** - Noon
Middlebury - August 21 - 7 Mahady Court, Probate Hearing Room, Noon
Rutland - August 26 - 9 Merchants Row Lunchroom -Noon

Non-Management Unit – Contact: Tim Boyle, tboyle@vsea.org or 802 595-9106

Bennington – August 27 -- State Office Building --11:30 a.m.
Burlington – August 24 -- ESD Office, Conference Room -- Noon
Burlington – August 20 -- Health Department, 108 Cherry Street --11:30 a.m.
Brattleboro – August 26 --State Office Building --11:30 a.m.
Newport – August 28-- State Office Building, 100 Main Street, Room 250 -- 11:30 a.m.
Waterbury – August 25 -- DDS Office, 93 Pilgrim Park -- Noon

In The Aftermath of Wisconsin’s Union Busting, State Workers’ Health Care Costs To Double

Just a few years after Wisconsin’s public sector unions were essentially busted, state employees there are now feeling the impact of not having a union in their corner to help them defend their wages and benefits.

According to [an August 12 Tribune News Service story](#), Wisconsin state employees will soon see their health care costs double through a series of changes to their plan that include:

- Out-of-pocket limits for medical services going from \$500 to \$1,000 for individuals, and \$1,000 to \$2,000 for families. Deductibles of \$250 for individuals and \$500 for families will be introduced;
- Doctor visits, which had required workers to cover 10 percent of the bill, will have fees of \$15 to see regular doctors and \$25 to see specialists; and
- The maximum patient cost for prescription drugs will go from \$50 to \$200.

VSEA Insurance Representative In Chittenden Again Next Week

VSEA Insurance Representative Joanne Woodcock will be in Chittenden again next week at the following location to talk with interested VSEA members about member-only insurance benefits.

August 17 & 18

HEAU

IBM Complex

Bolton Conference Room

Essex Junction

12:00 p.m. to 3:00 p.m.

Receive information on disability coverage, family life insurance, family accident and cancer coverage. You must be a member paying full dues to be eligible for this VSEA benefit. If you are an agency-fee payer, Joanne can provide you information about signing up for full membership.

Discounted 2015 Great Escape/Splashwater Kingdom Day Tickets Now Available Online! Hard Tickets For Pickup Coming Soon.

“Two parks of fun for the price of one!”

Lake George, New York

Park Opens May 16, 2015, & Splashwater Opens May 23, 2015

Discount tickets are now available to purchase online by [clicking here](#), but in order to access this page, which also includes the required VSEA username and password, **you must be a registered “member-only” VSEA website user** ([you can sign up here!](#)). Please note that there is a service charge for purchasing online.

VSEA will also soon be receiving a batch of hard tickets that members can pick up at headquarters, and there is no service charge attached.

2015 Regular Day Tickets = \$33 each (\$25 savings over price at gate)

Quote Of The Week!

“She was just so kind and so caring that it really hit me hard when I heard today it was her that was shot last night. It makes me very angry. I can’t even express to you how much I feel like (Sobel’s death) is a huge loss to our society, to our community in general...”

A client of Lara Sobel’s, [commenting to the Times Argus](#) on what kind of a person Lara Sobel was.

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Schedule Of Still Remaining Chapter Annual Meetings

Here are the remaining Chapter Annual Meeting dates:

- **Bennington** – Wednesday, August 29 – Rescue Squad Bldg., Bennington – 5:30 p.m.
- **Chittenden** – Thursday, August 20 – TBD – 5:00 p.m.
- **White River Junction** – Wednesday, August 29 -- Room 120, 118 Prospect St, White River Jct. – 4:30 p.m.

VSEA Labor Educator Announces Fall 2015 Training Schedule

VSEA Labor Educator Tim Lenocho asked WIA to announce a new round of trainings he has scheduled throughout the fall 2015. If you are interested in registering to attend one or more trainings, you can do so by [clicking here](#). Please direct your training questions to Tim at tlenocho@vsea.org.

Health Care Facilities' Stewards

VTrans District Office, 61 Valley View, Mendon, VT (five miles east of Rutland)
Wednesday, September 2

Department of Corrections Stewards

VTrans Training Center, 1716 US Rte. 302, Berlin
Wednesday, September 9

Steward 1: Introduction and the Basics

VTrans Training Center, 1716 US Rte. 302, Berlin
Wednesday September 16

VSEA Council Members and Chapter Officers

VTrans Training Center, 1716 US Rte. 302, Berlin
Wednesday, September 23

Steward 2: Protecting the Contract and Building the Union

VTrans Training Center, 1716 US Rte. 302, Berlin
Wednesday September 30

Steward 3: The Contract and Challenges in the Workplace

VTrans Training Center, 1716 US Rte. 302, Berlin
Wednesday, October 14

The Labor Activist (open to all members and union officers)

VTrans Training Center, 1716 US Rte. 302, Berlin
Friday, October 16

Health and Safety Issues

VTrans Training Center, 1716 US Rte. 302, Berlin
Wednesday, October 28

The Grievance

VTrans Training Center, 1716 US Rte. 302, Berlin
Friday, November 6

Steward 1: Introduction and the Basics

VTrans Training Center, 1716 US Rte. 302, Berlin
Friday, November 13

VSEA Council Members and Chapter Officers

VTrans Training Center, 1716 US Rte. 302, Berlin
Wednesday, November 18

The Labor Activist (open to all members and union officers)

VTrans Training Center, 1716 US Rte. 302, Berlin

Wednesday, November 25

Labor Management Committees for Stewards and Labor Team Members

VTrans Training Center, 1716 US Rte. 302, Berlin

Wednesday, December 2

Steward 2: Protecting the Contract and Building the Union

VTrans Training Center, 1716 US Rte. 302, Berlin

Friday, December 4

Representing Co-Workers in Investigations and Disciplinary Meetings

VTrans Training Center, 1716 US Rte. 302, Berlin

Wednesday, December 9

Steward 3: The Contract and Challenges in the Workplace

VTrans Training Center, 1716 US Rte. 302, Berlin

Friday, December 18

[Click here](#) to register for a training(s)!

Upcoming Retirement Board Election

If you would like to run for the State Employees Retirement Board—and have your name on the ballot—you must submit a letter of intent to the Chair of the Election, Rules and Nominating Committee (ERNC) no later than Friday, September 4, 2015. This year there will be an election for one (1) VSEA seat and one (1) VSEA alternate seat on the Board.

The Retirement Board is an eight-member Board that is responsible for the proper operation of the retirement system. VSEA has three members and an alternate who serve to represent the interests of state employees and their beneficiaries. The board invests the funds of the system to ensure an adequate return and funding of the system. The Board also appoints an actuary, hires money managers and makes yearly recommendations to the Governor on the amount of money the State should appropriate in the next fiscal year to achieve and preserve the financial integrity of the funds.

Questions?? Contact ERN Chair Mary Poulos by phone at 479-7544, or by email at mpoulos@vsea.org.

Vermont Has A New Labor Candidate School & Interested VSEA Members Are Encouraged To Apply!

Do you think Vermont needs more union-friendly people in the State House? Have you ever thought about running for office but didn't know where to start?

If so, the newly created [Vermont Labor Candidate School](#) (VLCS) is for you!

VSEA, along with other unions, is helping conduct the Vermont Labor Candidate School for union members who are committed to helping create positive political change. VLCS is not affiliated with, nor supported by, any Vermont political party.

Elected leaders, from the state legislature to local boards, make important decisions that impact labor union members every day. VLCS teaches union activists the important skills necessary to successfully run for office in Vermont at the local and state level. VLCS will continue to support participants after they graduate by offering mentoring programs and trainings.

VLCS trainings will be held on Saturdays in the Fall and Winter 2015/2016.

Applications are due Monday, August 17!

Go to <http://www.vtlaborschool.org/> to learn more!

Upcoming Meetings/Events/Holidays:

August 17 & 18

Meet VSEA Representative Joanne Woodcock
HEAU
IBM Complex
Bolton Conference Room
Essex Junction
12:00 p.m. to 3:00 p.m.

August 18

Board Of Trustees' Meeting
VSEA HQ
Montpelier
9:00 a.m.

August 19

Judiciary Bargaining Overview Meeting
65 Northgate Plaza
Break Room
Noon

August 20

Chapter Presidents' Committee Meeting
VSEA HQ
Montpelier
9:00 a.m.

August 20

Chittenden Chapter Annual Meeting
Cascade Park
[1-45] Cascade Street
Essex Junction, VT 05452
([Click Here To View A Map](#))
5:30 p.m.

In case of rain, indoor location will be DVHA on Hurricane Lane in Williston @ 5:30 p.m.

August 21

Judiciary Bargaining Overview Meeting
7 Mahady Court
Middlebury
Noon

August 21

Corrections Bargaining Team Meeting
VSEA HQ
Montpelier
9:00 a.m.

