



Vermont State Employees' Association

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January, 2016

VSEA NMU Contract Bargaining 2016 Facts on Fact-Finding:

- Both parties mutually agree upon a fact-finder or an impartial expert.
- Each side submits their final proposals prior to the start of fact finding.
- A hearing is conducted whereby, issue by issue, each side presents documentation and witnesses to support their case.
- The fact-finder could pick either Management's position, your Bargaining Team's position, write language on their own, or recommend the issue be dropped.
- The fact finder is moved by facts- documented information like employment statistics, budgets, and contract settlements elsewhere in the state and the collective bargaining history of each party.
- Once the hearing process is complete, the fact finder issues written findings and recommendations to the parties for consideration to reach a settlement.
- If no agreement is reached within 20 days from the fact finders report, each party shall submit a single package as it's last best offer to the Vermont Labor Relations Board.