

PETITION FOR FAIR HEARING IN PAY GRIEVANCES

We the undersigned Judiciary Employees, State workers, and concerned members of the public call on the Judiciary of the State of Vermont to agree to a fair process for deciding pay grievances.

Under the current process, pay disputes are heard by a committee that is dominated by management and chaired by the Human Resources Manager. No record of the evidence is kept, and the testimony is taken without the employee or the union present. The application and appeal processes include unnecessary obstacles designed to discourage or trip up employees. The final decision is made by a person who is recommended by management and selected by the Chief Justice.

For years, the Judiciary has used this skewed process to prevent employees, particularly over 100 docket clerks, from being paid for the increasingly complex and demanding work they are required to perform. **Now, the Judiciary is facing a turnover crisis as almost a quarter of the Docket Clerks left the Judiciary in the last fiscal year.**

We ask for simple justice: pay disputes should be decided by a neutral decision maker based on the evidence. The Vermont Judiciary says it is “philosophically opposed” to this basic due process. We ask that they return to the bargaining table and negotiate a contract that respects employees’ rights to a fair hearing.

THIS IS A PUBLIC PETITION

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