

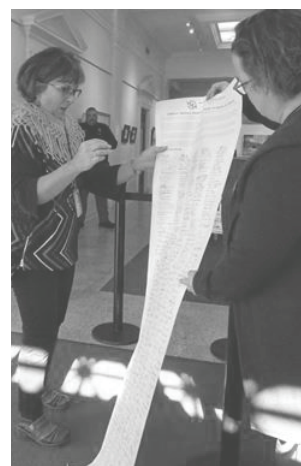


Vermont State Employees' Association

# ANNUAL MEETING

Stoweflake Resort & Conference Center  
2017

Saturday, September 9  
73<sup>rd</sup> Annual Meeting Warning



## Table of Contents

<b>1</b>	VSEA Annual Meeting Agenda
<b>2</b>	Bargaining Units' Annual Meeting Agendas
<b>3</b>	Proposed VSEA Master Bylaw Changes
<b>5</b>	Proposed Bargaining Unit Bylaw Changes
<b>5</b>	Retirement Board Election Information
<b>6</b>	It's A Union Election Year! What Does That Mean?
<b>7</b>	VSEA Officer Candidate Statements
<b>19</b>	VSEA Budget 2018
<b>22</b>	Introducing The New VSEA Advantage Program!
<b>23</b>	Notes

## Annual Meeting Walk Ins Welcome!

The deadline to register to attend VSEA's 73<sup>rd</sup> Annual Meeting is August 8. But if you fail to make the deadline, you are still welcome to walk in to Annual Meeting on September 9 to attend the meeting portion, provided you are a member in good standing, meaning a full dues-paying VSEA member.

Be advised that if you walk in to the meeting on Saturday, September 9, VSEA will be unable to provide you with a meal at the Annual Meeting luncheon, as food had to be pre-ordered.





# *You're Invited!*

Join us on **Friday, September 8**, for a dinner banquet followed by an adults only party and dance, **"Flashback to the 50's & 60's"**. The festivities begin shortly after dinner and will continue until 11:00 p.m.

Members are encouraged to attend dressed in their best 50's or 60's attire and dance to the music of DJ, Allen Brown. Allen is a former VSEA member and AOT Employee.

Prizes will be awarded for the best 50's and 60's costume. Have your picture taken in the photo booth!

Cash bar available!

Stoweflake Resort & Conference Center

Vermont State Employees' Association





# VSEA 73<sup>rd</sup> Annual Meeting Agenda

Stoweflake Resort & Conference Center  
Pinnacle Ballroom

Official notice of Annual Meeting Agenda: All VSEA members are hereby warned that the VSEA Annual Meeting will be held on **Saturday, September 9, 2017, in Stowe, Vermont.** Unit Annual Meetings begin at 7:30 a.m. (unless otherwise specified) and full membership Annual Meeting at 9:00 a.m.

## Saturday, September 9

### 7:30 a.m. – 9:00 a.m.

- Meeting Registration;
- Breakfast; and
- Unit Annual Meetings.

### 9:00 a.m. – 11:00 a.m.

- |   |        |
|---|--------|
| • Full Membership Annual Meeting and President's Welcome Report- <i>President Bellini</i> ; | 20 min |
| • Approval of 72 <sup>nd</sup> Annual Meeting Minutes- <i>President Bellini</i> ;           | 15 min |
| • Nominations & Elections- Retirement Board Seat & Alternate;                               | 30 min |
| • Director's Report- <i>Steve Howard, Executive Director</i> ;                              | 20 min |
| • Keynote Address- <i>Gary Hoadley, Director of Labor Relations</i> ; and                   | 20 min |
| • Report & Action on Proposed Bylaw Changes.  | 45 min |

### 11:30 a.m. – 12:30 p.m.

- |  |        |
|--|--------|
| • Awards Luncheon – Awards Committee Presentation. | 1 hour |
|--|--------|

### 12:30 p.m. – 2:00 p.m.

- |   |        |
|---|--------|
| • Adoption of the Budget for FY 2018;                 | 30 min |
| • Establishment of Membership Dues;                   | 15 min |
| • Report of Election, Rules and Nominating Committee; | 30 min |
| • Old Business; and                                   | 15 min |
| • New Business.                                       | 15 min |

## VT PAC Meeting Warning – 4:00 p.m., Friday, September 8, 2017

Stoweflake Resort & Conference Center, Beatrice Room

### Agenda:

- Election of Officers;
- Treasurer's Report;
- Political Update; and
- Old /New Business.



# Official Notice of Bargaining Units' Annual Meetings

Notice is hereby given to all members to meet at your Unit Annual Meeting, Saturday morning at **7:30 a.m.** (unless otherwise specified), **September 9, 2017**, at Stoweflake Resort & Conference Center in Stowe, Vermont, to transact business pursuant to Unit Articles of Association and Bylaws.

## Corrections Bargaining Unit

- Introduction/ opening statement by Unit Chair;
- Introduction and statement by Vice Chair;
- Review/discussion of executive committee members;
- Statewide labor management Update;
- Bargaining team update; and
- Adjournment.

## State Colleges Bargaining Unit

- Approval of 2016 Unit meeting minutes;
- Report by Unit Chair and Vice-Chair, Treasurer; Unit Stewards and Campus Officers;
- Bylaw changes;
- Old business; and
- New business.

## Defender General Bargaining Unit

- Approval of the 2016 Unit meeting minutes;
- Reports from Unit Chair;
- Discussion of bargaining issues;
- Other business; and
- Round table discussion.

## Supervisory Bargaining Unit

(Note : Start time is 8:00 a.m.)

- Approval of 2016 Unit Meeting Minutes;
- Reports from the Chair and Vice Chair;
- Election of Unit Officers, other than Unit Trustee: Members shall be nominated for a Unit Officer position at Annual Meeting by any member in good standing. However, any member who wishes to be nominated for an elected position and cannot attend the Annual Meeting may submit a letter of intent to the Unit Clerk/ Treasurer to run for an elected position no less than five (5) days prior to the Annual Meeting for an election year;
- Discussion of bargaining and Unit issues; and
- Other business.

## Judiciary Bargaining Unit

- Approval of 2016 Unit meeting minutes;
- Welcome and introductions;
- Overview of Annual Meeting;
- Update on 2017 contract campaign;
- Labor Management update;
- Current grievances within the Judiciary Unit;
- Judiciary Unit's role in monitoring of The Judiciary's proposed new case management system;
- Old Business; and
- New Business.

## Non-Management Bargaining Unit

- Pledge of Allegiance;
- Review and approval of past Annual Meeting minutes;
- Bylaw changes;
- Vice Chair report;
- Chair report;
- Bargaining team update;
- Nominations for Executive Committee;
- Old business;
- New business; and
- Adjournment.

# Proposed VSEA Master Bylaw Changes

## PROPOSED BYLAW CHANGE

Proposed by Sandra Noyes, VSCF Unit Chair

### BYLAW TWO: The Council

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Sec. 2: The Council shall consist of the members of the Board of Trustees and Committee Chairpersons, ex-officio and without a vote; Unit Chairpersons and Chapter Presidents, ex-officio and with a vote, Past Presidents of VSEA, ex-officio and without a vote, and one Council member for each state department, each institution, each state college or university campus, Vermont State Housing Authority, Office of Defender General, Judicial Branch, non-state bargaining unit, and each local chapter and retired employee chapter for the first fifty (50) members or fraction thereof and one additional Council member for each additional fifty (50) members. No department, institution, state college or university campus, or non-state bargaining unit may elect more than ten (10) members to the Council from their respective groups. The Chapters shall have a maximum of seven (7) members, one of which will be the Chapter President.

The number of VSEA members as of July 1 preceding such elections shall determine the number of council members to be elected at that time, but additional Council members may be elected from time to time thereafter, when the members of VSEA or members of that department, institution, ~~Sstate~~ Ecollege or university campus, or Chapter entitle such department, institution, , ~~Sstate~~ Ecollege or university campus, or Chapter to additional representation, in accordance with the requirements stated above. Council members shall be VSEA members.

....

Sec. 4:

(a) Council members for each department, institution, Vermont State Housing Authority, Office of Defender General and Judicial Branch, shall be elected by an election in odd numbered years conducted through the VSEA office among the constituents of the position. State colleges and universities shall elect Council members according to their unit bylaws. Notice of the election and request for candidates shall be mailed to member constituents firstly and, if more than one member is interested, a mail ballot shall be completed no less than thirty (30) calendar days following the Corporation annual meeting. If no more members are interested than there are openings, then an election shall not be held, and the VSEA Clerk shall cast one ballot for the candidates.

(b) The term of office is two (2) years, and members shall take office on October 1, following the VSEA annual meeting.

(c) The VSEA shall warn any and all affected members of any midterm vacancy in a department, institution, or state college or university campus, or non-state bargaining unit Council seat. Eligible members interested in the vacant position shall submit a letter of interest to the VSEA Board of Trustees which shall select a candidate to fill the vacancy for the duration of the term.

(d) No elected or appointed officer or Trustee, or other ex-officio Council member with a vote shall hold a seat on the Council from either his/her department or Chapter.

(e) Regardless of the number of voting seats a Council member holds, s/he is entitled to only one vote at meetings of the Council.

(f) No member may simultaneously hold a Departmental and a Chapter Council seat.



Sec. 5: Each Council Member Shall:

(a) Attend meetings of the Council and report to the VSEA members of the department, institution, state college or university campus, Vermont State Housing Authority, Office of Defender General, Judicial Branch, non-state bargaining unit or chapter s/he represents, the actions taken by the Council on matters of interest to such members; provided, however, that should a Council member be unable to attend a Council meeting, s/he shall select, from his/her own department, institution, state college or university campus, Vermont State Housing Authority, Office of Defender General, Judicial Branch, non-state bargaining unit or chapter, a person who shall attend such meeting as the alternate of the elected Council member in all matters (including voting), unless Chapter Bylaws provide for alternative methods of selecting alternates:

(1) Should a Council member miss two meetings within one year without providing notice to the VSEA central office or without sending an alternate, the Council position shall be considered vacant.

(2) The Clerk of the Corporation shall notify the President of the Chapter involved and the VSEA staff of said vacancies. Vacancies shall be filled for the duration of the original term in the same manner as the original election.

(b) Serve as liaison between the personnel S/he represents and the Corporation; and

(c) Support VSEA by soliciting personnel in his/her department, institution, state college, non-state bargaining unit or Chapter for VSEA membership.

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The Bylaws Committee recommends adoption

The Board of Trustees recommends adoption

The Council recommends adoption

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## **PROPOSED BYLAW CHANGE**

Proposed by Sheila Manchester Coniff, VSEA Treasurer

### **BYLAW EIGHT: Retired Employee Chapter**

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Sec. 9: The Retired Employee Chapter shall remit to VSEA Five dollar per retiree member per year in order to support the union's operating expenses.

### **Rationale:**

The Retirees' Chapter is part of the VSEA and this ensures that it contributes at least a small amount towards the overall cost of running the organization.

The Bylaws Committee recommended against adoption

The Board of Trustees recommended against adoption

The Council recommended against adoption

# Proposed Bargaining Unit Bylaw Changes

## PROPOSED AMENDMENT TO NON-MANAGEMENT UNIT BYLAWS

### Bylaw Eight: Elections

#### Replace section 7:

Sec. 7: ~~All terms of office for Unit Officers, except for Unit Trustee, shall be for two (2) years unless otherwise specified. This section shall apply to elections for all Unit Officers, members of the Executive Committee, and bargaining team members, except for Unit Trustee. Elections for these offices shall be held at the first Unit annual meeting following contract ratification by Unit members or imposition of a collective bargaining agreement by the Labor Relations Board or every two years, whichever is shorter. Members newly elected to such offices shall take office immediately upon certification of their election, unless collective bargaining over a successor agreement is in progress at that time, in which case the terms of the prior incumbents shall be extended until a successor agreement is either ratified by Unit members or imposed by the Labor Relations Board.~~

#### Intent:

The proposal is designed to align the executive committee elections with the bargaining team election so that the bargaining team chair and vice chair are elected and serve the same term as the bargaining team (i.e. for the length of the bargaining for 1 contract).

## Retirement Board Election Information

This year there will be an election for one (1) VSEA seat and one (1) VSEA alternate seat on the Vermont Employees Retirement Board elected from the VSEA membership at our Annual Meeting. If you are interested in serving on the Vermont State Retirement Board—and wish to have your name on the printed ballot for Annual Meeting—you must submit a letter of intent to the VSEA Elections Committee **no later than September 4, 2017**. You should send an email to Ray Stout (rstout@vsea.org), or mail your letter to:

VSEA Elections Committee  
VSEA Headquarters  
155 State Street  
Montpelier, VT 05602

Special Note: VSEA asks that interested candidates consider if they really have the ability to dedicate the time needed to fulfill the role of this position. For more information about the position, please contact Ray Stout at VSEA HQ, 223-5247. If you cannot ensure your attendance at the Retirement Board meetings, and fulfill the other requirements (including outside reading, conference calls, workshops, etc.), you may want to reconsider applying for this role.



# It's A Union Election Year! What Does That Mean?



**E**very two years, VSEA conducts officer elections, and these are the rank-and-file men and women who lead our union for a two-year term. These leaders are directly elected by the membership, and your vote in our union's upcoming officer elections is your voice. Voting is your opportunity to choose VSEA's leaders and help shape the direction of our union moving forward.

Your ERN Committee is charged with educating and informing the member electorate about your choices in this important election. To fulfill this charge, we have asked candidates to submit a statement about why they are running, and we are pleased to share the ones submitted to us with you in this packet.

**In the coming weeks, we will be sending eligible members a link to your official online ballot. Remember that recent bylaw and policy changes have allowed VSEA to conduct elections electronically. If you wish to receive a paper ballot and opt out of electronic balloting, please send an email to [VSEA@VSEA.org](mailto:VSEA@VSEA.org) and write "paper ballot" in the subject line. Please include your full name and your preferred mailing address.**

**The officers of VSEA are: President, First Vice-President, Second Vice-President, Clerk and Treasurer:**

**The President** shall be the executive head of the Corporation and shall preside at all meetings of the members and the Board of Trustees. S/he shall have power to implement corporate policies as and when promulgated by the Board of Trustees. S/he shall have no power to bind the Corporation by contract or otherwise, unless authorized by the Board of Trustees. Nor shall s/he have the right to vote at any meeting of the members of the Council or of the Board of Trustees, except in case of a tie. The President shall hold no other elected VSEA office. In the absence of the First Vice-President and Second Vice-President, the President shall preside at Council meetings.

**The First Vice-President** shall act in the absence of the President. S/he shall perform the duties assigned to him/her by the Board of Trustees or the President. S/he shall have no right to vote when acting for the President except in case of a tie. S/he may vote when not acting for the President. S/he shall preside at all meetings of the Council.

**The Second Vice-President** shall act in the absence of the First Vice-President. S/he shall perform the duties assigned to him/her by the Board of Trustees or the President. S/he shall have no right to vote when acting for the presiding Officer except in case of a tie.

**The Clerk**, in addition to the duties imposed by statute, shall issue or cause to be issued notice of all meetings of the Corporation which are required hereby to be sent to each member, each Council

member and each member of the Board of Trustees. S/he shall attend all meetings of the Corporation, of the Council and of the Board of Trustees and keep a record thereof. S/he shall keep a record or cause a record to be kept of members and Officers of the Corporation, of the Board of Trustees and of the Council. S/he shall report in writing to the Corporation at the annual meeting respecting (1) membership, (2) all meetings of the members, of the Council, and of the Board of Trustees and (3) all other matters relative to the duties of his/her office. S/he shall perform all other duties which the Board of Trustees or President may assign.

**The Treasurer** shall oversee the receipt and disbursement of all funds of the VSEA and its various sub-entities. S/he shall keep or cause to be kept a true record of all receipts and disbursements. S/he shall disburse funds only when directed to do so by the Board of Trustees and then only when the disbursement is approved by the President or by the President's authorized representative; provided however, that s/he shall reimburse any member of VSEA for necessary expenses in connection with the performance of his/her duties when so authorized by the Board of Trustees or the President.

The Treasurer shall keep all corporate funds in accounts under the name of the Corporation and shall submit all books and accounts to the auditor within thirty (30) calendar days following the close of the fiscal year or any other time when so directed by the Board of Trustees. The Treasurer shall furnish a bond in such amount as the Board of Trustees may require, the cost thereof to be paid by the Corporation.

In the absence of the President, the First Vice-President, and the Second Vice-President, the Treasurer shall preside at Council Meeting.



## Candidate For **VSEA President**

### **Dave Bellini**

Department of Corrections  
Burlington, VT

Fellow VSEA members,

It's been an honor to serve as VSEA President the past 2 years. In that time, our union has grown; larger and stronger. Robust member participation is the key to improve: wages, working conditions, retirement and benefits.

Members have been a force at the statehouse, the bargaining table and in work sites. What lies immediately ahead is: collective bargaining, the federal budget, the next legislative session and standing up for public sector workers.

The state has tried hard to lower your pay and slash your healthcare benefits the past 6 years. Workers have prevailed because of this strong union. We're just getting started.



## Candidate For **VSEA First Vice-President**

### **Aimee Bertrand Towne**

Department for Children and Families  
Morrisville, VT

Hello VSEA Brothers and Sisters!

My name is Aimee Bertrand Towne and I am seeking reelection to the position of VSEA Board of Trustees, 1st Vice President.

I have been a member of the VSEA and employee of the State of Vermont for almost 17 years; 11 of which I have spent in my current job as a Benefit Programs Specialist with DCF-Economic Services Division in Morrisville. I have also worked as a Program Service Clerk for the Department of Liquor Control (DLC), Customer Response Representative for the Office of Child Support (OCS) and a Benefit Programs Specialist for the Health Access Eligibility Unit (HAEU).

I take my role as member/leader and activist very seriously. In addition to my VSEA 1st VP responsibilities, I work closely in a supporting role to the VSEA President, and am the Chair of the VSEA Council. I am also the President of the Lamoille Valley VSEA Chapter, member of the VSEA Legislative Committee, VSEA Budget Committee, NMU Bargaining Team, and VSEA Chapter Presidents Committees. I have done my best to

be available to our membership to answer questions about the day to day business, or any issue involving the VSEA. I consistently reach out to members in response to issues (phone calls, emails, Facebook messages, or face to face) at problematic times in attempts to listen to concerns, or assist in finding potential resources. I believe that EVERY member has a voice that needs to be heard and respected, regardless of point of view, and that there needs to be a level of transparency and fiduciary accountability of members' dues maintained throughout the organization. As the 1st VP of VSEA, I have structured our quarterly Council meetings based on feedback solicited from our Council members in attempts to ensure membership engagement and inclusiveness. Over the last two years I, along with the VSEA Council members and VSEA staff have worked hard, participating in trainings to increase the understanding and awareness of the Legislative process, VSEA/State of Vermont Bargaining process, the State of Vermont Budget as well as in house VSEA issues such as

trainings on the VSEA structure or VSEA Financial Budget. The information and knowledge gained from our meetings is taken back to the worksites and distributed to our membership. I believe that a member's knowledge of issues, even a basic understanding, is power and will increase the ongoing strength of the union.

There is still much work to be done and with two years under my belt I feel like I've only scratched the surface. I am thankful to have had the experience this last two years have given me and look forward to the challenges the next two years may bring. Thank you for considering my candidacy. As always, please feel free to contact me anytime: Aimee.kelley@hotmail.com, or 802-793-4754. I am always looking for ideas, tasks and actions to strengthen our union.

Respectfully Submitted and  
In Solidarity,

Aimee Bertrand Towne





## Candidate For **VSEA First Vice-President**

### **Rubin Jennings**

Office of the Defender General  
Montpelier, VT

I want to use this word count as effective as possible, so please refer back to the Vermont State Employee's Association-71st Annual Meeting Warning-Jay Peak Resort-September 12th 2015. If you are unable to secure a copy reach me at [rjennings@vsea.org](mailto:rjennings@vsea.org) and I will make a copy available of page# 9 where my biography is located. Today, I am asking for your one important vote for the VSEA Office of 1st Vice President.

During the month of May 2017, I spoke with many Vermont State Employees, some new faces, familiar faces, friends, acquaintances, full members and agency fee payers. I brought my petition to you for your signature, but before giving you my petition to sign we talked. We had conversations about you, your family and your "want list" for our VSEA. The "want list" we discussed was about your concerns that directly impact your secure worksite, living wage, happy home life, sustainable retirement, and for a tenable voice not to feel unheard and invisible.

I asked for your support to help me compete to represent you in our VSEA in the capacity of 1st Vice President. When you approved me for the VSEA 2nd Vice President position, I was told the position was a good place to start. A position to learn the nuances of Vermont State Employees and our unique needs and expectations both professional and private. I am asking for your support to return to the VSEA BOT in the position of 1st Vice President. I want to tell your story and advocate for your wants, needs and expectations. As I explained during our conversations, your support began by signing my petition, what happens in the middle is your vote. The successful accumulation of your votes allows me to represent your story and be your voice with a seat at the table voting your vote and defending with our words and reasons why the vote is so important. I want my vote to represent your thoughts based on our conversations about your current security, wages, home, and retirement. In the past 2 years since 2015, I have served as 2nd vice president learning the nuances, local and state traditions of Vermont

State Career Employees. My promise remains that I will use my 30 plus years of Union experience and know how, which includes New York City Police Benevolent Association to lift up and push forward our needs as Vermont State Career Employees.

I want to continue to represent Vermont State Employees my colleagues as VSEA 1st Vice President. I understand the weakest voice amongst my colleagues is the voice that feels vulnerable because of security, wages, family, retirement is representative of our health as a cohesive VSEA. I will continue to empower each Vermont State Employee with your vote and my representation of your words at out VSEA BOT table. In the voting process, your voice is heard through a "yes" vote or "no" vote. An abstention does not count as an actionable vote, resulting in your voice being silenced and your presence invisible. I promise to continue my record of "yes" or "no" votes I want to give our voices a chance to be heard and not rendered invisible by "abstaining".



## Candidate For VSEA First Vice-President

### **Rose Lucenti**

Department of Labor  
Montpelier, VT

Dear VSEA Members:

My name is Rose Lucenti, and I am running for the position of 1st Vice President of VSEA because I am proud to be a State employee and to be a VSEA member. I want to serve on the VSEA Board because I truly care about our workforce, and believe that we need to work together as union members to increase our wages, protect our pension and health care benefits, be treated fairly at work, and encourage more members to be involved in our union.

I have worked for the State of Vermont for 39 years with the Vermont Department of Labor (formerly Dept. of Employment and Training). I also worked a short period in 1977 as a temp in DMV and with Vermont Life Magazine before becoming permanent in 1978 at DET. During my entire career with State government, I have been a VSEA member. Even during periods when I was assigned as a manager or division director at VDOL, I always belonged to the union and paid my dues because I strongly believe in VSEA and the rights of working men and women.

My work-life has been dedicated to helping Vermonters become job-ready and employed. I have worked extensively with individuals who have "employment barriers"- such as at-risk youth, long-term unemployed, people who have lost their job when the business closed or moved overseas, people who have been involved with the corrections system, Vermont Veterans, and persons with disabilities and older workers who often face discrimination in employment.

For many years I administered USDOL and State grant funds to provide employment support, job training and grants to help people become employed. I regularly work with state employees from Economic Services Division, Department of Corrections, Vocational Rehabilitation, Children and Family Services, Agency of Commerce, and with partner organizations such as Vermont Works for Women, King Street Services, Washington County Youth Service Bureau, Rutland Boys & Girls club and Tutorial Center & Sunrise in Bennington. I have been actively involved in economic development, and have served on the State Workforce Development Board.

One of the most rewarding moments for me as a state employee/union member was last year when I helped to write the winning RFP to the US Department of Labor that secured both the funding and the jobs of the Vermont DOL employees working in our 12 local Career Centers. USDOL enacted a national mandate to "competitively bid out" this work. By working feverishly to secure the support of the Governor, Workforce Board Chair and its members and key education and economic leaders, and by carefully laying out the details of the excellent work of our employees, VDOL was able to secure the work and save the jobs of our state employees. This was one of the proudest moments in my long career with the State.

I grew up in Northfield, Vermont, have 2 sons and am the primary caregiver for my elderly parents. I am a volunteer in my

community, serving on the boards of the Randolph Restorative Justice Program & the White River Craft Center and ran the summer Randolph Youth Soccer Program for 10+ years. I am politically active, and have excellent relationships with many legislators, committee chairs and leaders. I strongly believe that State employees need to make their voices heard at the Statehouse on issues that affect us as union members, state employees, and as Vermont citizens. We should support legislation that helps all working people, such as minimum wage increases, parental leave, layoff notification, and other worker-friendly legislation.

Let me tell you why I want to serve as your 1st VP. I am committed to state employees, to the protection of our jobs from privatization efforts, the protection of our health care from dismantling, the protection of our pension from underfunding or efforts to take away our defined benefit plan; the right to have decent wages, work-life balance, to be treated respectfully. Our work efforts keep state government running, and we can be proud of what we do as public servants.

I ask for your support and your vote. I promise to serve VSEA and you well if you elect me as your 1st VP.

Sincerely,  
Rose Lucenti



## Candidate For **VSEA First Vice-President**

### **Robert "Bob" Stone**

Department of Public Safety  
Williston, VT

**Safety**  
**Teamwork**  
**Outcomes**  
**Negotiator**  
**Experience**

My name is Bob Stone and I am seeking the office of VSEA 1st Vice President. Since becoming a Vermont State employee I have been active with in VSEA. I began my VSEA career as a NMU steward and later became a chapter officer. I later moved on to become the Chittenden Chapter President, and the Chair of several standing committees including the Chapter Presidents and Health and Safety. Later I became the vice chair of the NMU and moved on to become the chair of the NMU executive and bargaining team. I have also served as the District 4 trustee to the VSEA Board and as the NMU trustee. Since 2006 I have served as a council member, and am currently the Chittenden chapter treasurer. All of the above mentioned positions have shaped who I am today and I now feel ready to represent you as your First Vice President.

A little back ground of who I am... I was born and raised in Underhill, Vermont. My father was a lifelong union member and by watching him I learned what a union can be, what a strong union can achieve and what it takes to get there. I went on to college and returned to Vermont for a job with the State and was fortunate to convince my wife Nicole to join me after she finished nursing school. We have chosen to raise a family here. My son, David, is a blessing and I enjoy my job as a Dad. At work, I perform the duties of a Vermont State Fire Marshal and have since 2006. I am assigned to cover most of Franklin County and live at the base of Mt Mansfield in Underhill. I am active in my community in which I live. I have served on my Church's board of trustees as well as being a current member and volunteer firefighter.

I chose to get involved in the VSEA because I believe by working together we can enhance and protect our benefits and wages while strengthening our contracts and making better working conditions for all of our members. While chair of the NMU, I was proud of the fact

that while so many of public service workers contracts were being weakened throughout this country, our union was able to provide a 2.5% COLA increase for two consecutive years including steps (~1.7%), which is one of the best public sector contracts in New England if not the country.

I continue to advocate for safe working conditions for state workers, our benefits (Health Insurance), and our pension system (defined benefit). I believe in our state work force and in our union as a force to be reckoned with. As your 1st Vice President I will work for you towards common goals that produce enhanced benefits while advocating and protecting our contracts.

I hope that when the ballots arrive in your home or while at your computer you will take advantage of voting online (later this summer) and that you will mark the box next to my name. I want to continue build upon the success we achieved and know we can do it. Should you ever have any questions please feel free to contact me at "bob272vsea@gmail.com" or by telephone (802) 881-1906.





## Candidate For **VSEA Second Vice-President**

### **Susan Albert**

Department of Labor  
Montpelier, VT

Dear Members,

I am running for the position of Second Vice-President and want you to know that what is most important to me is representing your best interests.

I have been a VSEA member for approximately 20 years. I am currently a Council Member and a member of the Health & Safety Committee and along with the dedicated members of this team have addressed many safety and health

concerns reported by members over the years and have worked hard to make your work place a safe one. I am a Steward and have assisted many of you with workplace problems. I am a member of the Bargaining Team working hard to obtain a good contract for our members. I have also been a member of the Labor/Management Committee and the Recruitment Committee and I have recruited many new VSEA members.

As evidenced above you can see that I am and have been very active and dedicated to VSEA and representing the best interests of our members. I have always been there for members.

I ask you to please vote for me for Second Vice-President.

Thank you,  
Susan Albert  
Vermont Dept of Labor



## Candidate For **VSEA Second Vice-President**

### **Cassandra Edson**

Department of Labor  
Montpelier, VT

Our union is strongest when everyone contributes – many hands making the work lighter and many voices making our message stronger. I would like to step up and contribute by applying my skills to serve on the Board of Trustees as your Second Vice President. As a licensed attorney with training and experience in organizing and dispute resolution, I would be well equipped to serve on the Board. My current position is as an investigator for the Department of Labor where I've worked for 7 years. I joined VSEA as soon as I could, and currently serve on the

bargaining team, as a steward, and as Central Vermont Chapter President. Being in the union and working hard with all of you to improve our work environment, wages, and benefits is vitally important to me and something I enjoy immensely.

The most important thing VSEA can do right now is to continue to build our solidarity. While we have our internal discussions and different areas of focus, when facing management or the legislature we stand together. We are a force to be reckoned with when we move

and speak together! The Fight Back Campaign, the April 11, 2015 rally, and the fact that we prevailed in our last bargaining session by standing strong and taking the process to the end showed our strength to our members and to state decision makers. Now we need to become even stronger through more members becoming more active. Building on our union strength and finding ways for all members to be part of this strong movement would be my focus as your Second Vice President.



## Candidate For **VSEA Second Vice-President**

### **David Martinson**

Department of Corrections  
Newport, VT

My name is David Martinson and I am seeking your support and vote for the for the position as your Second Vice President of VSEA I am a Probation Officer from Newport Vermont. I have worked for the State of Vermont, Department of Corrections, since 1984. I am a Union Steward and have been a VSEA Council member for the past decade. It seems like it

has only been a minute. I am a firm believer that union employees are the backbone of the state. As a collective group, we have a voice, we have power and we are making Vermont a better place to live.

I would like to encourage you to vote in this election. I will work with and for the employees of our wonderful

state. I too want to see this union grow. I want to be a better union. I want to be involved and will promise to dedicate energy to fulfill the role I am asking for your vote for. I hope all members will put their collective trust in me and my 33 years of experience, enthusiasm, and dedication that I will bring to our union."





## Candidate For VSEA Clerk

### **Katelyn Chase**

Department of Vermont Health Access  
Morrisville, VT

Hello,

I'm seeking your vote for Clerk of VSEA. Since being appointed as Clerk in March 2014 my chief task has been maintaining the official record of VSEA business. Though sometimes a challenge, I will continue to meet or exceed the expectations of this position allowing the VSEA Board and Council to govern our union effectively.

As VSEA union members, we fight for maintaining and improving four core areas: wages, working conditions, healthcare benefits and retirement benefits. These efforts must involve our entire membership

to ensure our voices are heard at the legislature and in the court of public opinion. We must engage all members in a way that is meaningful to each of them. Whether that is through climate justice, inequality issues, local anti-hunger campaigns, or other grassroots efforts, VSEA should help improve our State and local communities by example.

As an officer of the union I have stepped forward to take positive action. At my request, President Bellini appointed me Chair of Membership Recruitment. The committee meets at least monthly

to plan efforts to enlist new members including rewards for volume recruiters, recreational events, and chartered trips to Fenway Park, Nascar and casino resorts. Our activities have bonded staff and member efforts, resulting in a surge in membership unprecedented in recent years.

Thank you for your past and current support. I look forward to continuing to serve as your Clerk.

In Solidarity,  
Katelyn Chase



## Candidate For **VSEA Clerk**

### **Karen Marchant**

Department of Corrections  
Newport, VT

My name is Karen Marchant, I am seeking your support for the opportunity to serve our members as Clerk. I currently reside in Newport, Vermont and work for the department of Corrections. I am currently the Newport/Island Pond Clerk as well as a chapter Delegate to the council. I have been recognized for my membership recruitment efforts and take pride in my union activism. I have accumulated over 20 years of experience in the areas of Human Services and Health Care. I have conducted field services and

orientation of Medicaid members on-site at local agency offices and have worked collaboratively with line-staff, managers, executives and outside agencies on audits, RFPs, policy and procedure writing as well as project coordination.

I have been a staunch union supporter my entire life and my first exposure to union business was from my father who was a union member and Steward for the US Postal Services local union. I have witnessed the strength of thoughtful negotiation

and unity. I look forward to serving the Vermont State Employees Association members and hope that you will consider giving me the opportunity to serve our members as we work towards strengthening our pay, benefits, enhancing safety and working conditions for all members, and protecting all our jobs from privatization.

I thank you in advance for your consideration.



## Candidate For VSEA Treasurer

### **Carl B. Davis**

Department of Corrections  
Morrisville, VT

My name is Carl Davis and I am running for the privilege to serve as your VSEA Treasurer.

I am currently a Probation & Parole Officer assigned to the Morrisville district.

As a public servant for the State of Vermont for over fifteen years I have held multiple positions with fiscal responsibility. Most notably I held the position of superintendent of the state's largest prison with a budget in excess of thirteen million. Prior to working for the State of Vermont I was program director for

a small non-profit. In this position I was responsible for the budget of my program to include operations and personnel. In addition, I am a former Guardsman and have earned a Masters Degree in Management. As VSEA Treasurer I would bring this hands on fiscal management experience from both the private and public sectors to the position.

In my personal life I have been a supporter of the union no matter what position I have held as a state employee. I believe a strong VSEA is imperative to the overall health of the State of Vermont. Public

servants are one of our greatest assets in state government. As your treasurer I will work to strengthen our union by sound fiscal practice and transparency in all that we do. I will ensure your hard earned dues are used judiciously and provide the oversight to ensure each dollar is maximized to meet our organizations goals.

Please feel free to contact me directly at [davis.carl.b@gmail.com](mailto:davis.carl.b@gmail.com). I would very much like to hear your ideas and thoughts on how we can advance our unions goals and objectives.





## Candidate For VSEA Treasurer

### **Sawyer Joecks**

Department of Vermont Health Access  
Williston, VT

I have been a VSEA member for over 5 years and have served as a Council Member, Chair of the Buildings Committee, Member of the Budget Committee, and member of the Board of Trustees. I have worked for the State of Vermont for the last 7 years, all with the Department of Vermont Health Access (DVHA), in three different positions: Contracts and Grants Administrator, Medicaid Fiscal Analyst, and am currently an Auditor with Program Integrity identifying fraud, waste, and abuse. At DVHA I spent 3 years preparing financial reports for auditors and CMS

(Medicare & Medicaid), helped build DVHA's annual budget, and did ad-hoc analysis on hundreds of millions of dollars in Medicaid expenditures. My time spent on the VSEA Budget Committee allowed me to learn the inner workings of VSEA's financials and learn a lot of the nuances from outgoing VSEA Treasurer Sheila Manchester-Coniff. Throughout my various roles serving VSEA I have developed a good working relationship with several VSEA staff members.

With Sheila not running for re-election as Treasurer, there are some big shoes

that need to be filled. She is not only passionate about her role as Treasurer but also very diligent about how money is being spent, and the overall financial health of the organization. I have a 2 year old daughter and 4 month old son at home that will make it difficult to match Sheila's level of involvement, but I will strive to use my knowledge and skills to oversee staff activity, produce effective annual budgets, and keep our membership as informed as possible.

# VSEA Budget 2018

## VSEA Membership:

5,690 Members  
1,800 Fee-Payers

## VSEA Dues:

Proposed 2018 Dues Increase: 0.03  
2018 Member Dues: \$17.75  
2018 Fee-Payer Dues: \$14.73

	2016 Actual	2017 Budget	2018 Budget	17/18 Change
<b>Income</b>				
04-4010 Inc - Dues	2,596,638.41	2,510,924.00	2,625,935.00	115,011.00
04-4011 Inc - Dues - Reserve Fund	0.00	0.00	0.00	0.00
04-4012 Inc-Dues-Equipment Fund	0.00	0.00	0.00	0.00
04-4013 Inc-Dues-Building Fund	0.00	0.00	0.00	0.00
04-4015 Inc - Supp Ins Admin	110,000.00	152,000.00	152,000.00	0.00
04-4016 Inc - Agency Fees	709,061.18	699,998.00	689,481.00	-10,517.00
04-4020 Inc - Interest (Cking & Sav)	191.36	0.00	0.00	0.00
04-4021 Inc - Interest (Restricted)	6.77	0.00	0.00	0.00
04-4022 Inc - Investment	32,607.32	0.00	0.00	0.00
01-1011 Reserve Transfer	0.00	0.00	0.00	0.00
04-4023 Inc-Unrealized Gain/loss	37,339.37	0.00	0.00	0.00
04-4025 Inc - Administrative Fees	0.00	0.00	0.00	0.00
04-4030 Inc - Rent (R.K. Tongue)	3,000.00	3,000.00	3,000.00	0.00
04-4035 Inc - Advertising	0.00	0.00	0.00	0.00
04-4036 Inc - Exhibits, VSEA An Mtg	435.00	750.00	750.00	0.00
<b>Total Income</b>	<b>\$3,489,279.41</b>	<b>\$3,366,672.00</b>	<b>\$3,471,166.00</b>	<b>\$104,494.00</b>
<b>Expenses</b>				0.00
11-5100 Salary & Wage Expense		1,769,504.19	1,694,498.54	-75,005.64
11-5101 Sal - Director	104,480.89			0.00
11-5103 Sal - Staff Attorney/Legal Ser	186,539.91			0.00
11-5104 Sal - Legislative/Political	186,707.69			0.00
11-5105 Sal - Field Services	559,473.03			0.00
11-5106 Sal - Administrative Services	420,009.60			0.00
115105T Sal - Organizer/Trainer	271,362.14			0.00
11-5107 Sal - Admin. Svcs. / Overtime	0.00	0.00	0.00	0.00
11-5108 Sal - Admin. Svcs. / Temporary	0.00	2,000.00	0.00	-2,000.00
11-5112 Intern/Student	10,462.50	25,000.00	15,500.00	-9,500.00
<b>Total 11-5100 Salary &amp; Wage Expense</b>	<b>1,739,035.76</b>	<b>1,796,504.19</b>	<b>1,709,998.54</b>	<b>-86,505.64</b>
12-5100 Staff Fringe Benefits				0.00
12-5151 FRB Exp - Health Ins.	244,085.76	254,619.26	275,369.20	20,749.94
12-5152 FRB Exp - Life Ins.	5,015.26	4,560.00	6,900.00	2,340.00
12-5153 FRB Exp - Dental Ins.	16,134.02	17,066.40	14,889.63	-2,176.77
12-5150 FRB Exp - FICA	127,887.15	137,432.57	123,117.18	-14,315.39
12-5154 FRB Exp - Unempl. - FUTA	1,240.48	1,820.00	1,050.00	-770.00
12-5155 FRB Exp - Unempl. - SUTA	23,706.06	20,966.40	19,400.00	-1,566.40
12-5156 FRB Exp - Pension Plan	232,221.27	230,035.54	219,784.81	-10,250.73
125156A FRB Exp - Pension Plan Admin.	6,122.10	5,800.00	4,000.00	-1,800.00
12-5157 FRB Exp - Staff AD&D	140.63	175.00	135.12	-39.88
12-5160 Staff - Payroll Services	4,239.36	4,175.00	2,500.00	-1,675.00
<b>Total 12-5100 Staff Fringe Benefits</b>	<b>660,792.09</b>	<b>676,650.18</b>	<b>667,145.94</b>	<b>-9,504.24</b>
13-5170 Staff Travel & Training				
13-5175 Staff Exp - Travel/Misc	77,458.13	79,500.00	77,458.13	-2,041.87
13-5176 Staff Exp - Training	17,089.94	10,000.00	7,089.94	-2,910.06
13-5178 Staff Exp - Wellness	8,400.00	9,450.00	8,400.00	-1,050.00
<b>Total 13-5170 Staff Travel &amp; Training</b>	<b>102,948.07</b>	<b>98,950.00</b>	<b>92,948.07</b>	<b>-6,001.93</b>
14-5200 Legal				
14-5201 Legal - Records/Fees	10,664.42	12,000.00	10,664.42	-1,335.58
14-5202 Legal - Sub/Pub	3,730.31	2,316.00	2,371.00	55.00
14-5203 Legal - Continuing Ed.	1,452.08	500.00	1,500.00	1,000.00
14-5204 Legal - Mediate/Arbitrate (Grievance)	19,566.00	7,500.00	24,000.00	16,500.00
27-5605 Ins - Exp - Outside Counsel	45,121.17	18,000.00	30,000.00	12,000.00
14-5205 Legal - Legal Defense Fund	0.00	10,000.00	4,000.00	-6,000.00
<b>Total 14-5200 Legal</b>	<b>80,533.98</b>	<b>50,316.00</b>	<b>72,535.42</b>	<b>22,219.42</b>
15-5000 Postage				
15-5300 Postage- Permits & Fees	1,370.00	1,300.00	685.00	-615.00
15-5301 Postage- Bulk Imprint	0.00	0.00	0.00	0.00
15-5304 Postage - Prepaid/Return	632.05	2,000.00	0.00	-2,000.00
15-5305 Postage - Daily (Metered)	8,341.89	10,000.00	10,000.00	0.00
15-5307 Postage - Voice Mail	6,981.22	8,000.00	0.00	-8,000.00
15-5308 - VSEA Elections	7,968.69	10,000.00	10,000.00	0.00
15-5313 - VSEA Retirees	-45.07	0.00	0.00	0.00

	2016 Actual	2017 Budget	2018 Budget	17/18 Change
17-5340 Equip/Furn - Service Agreements	10,009.42	9,829.86	10,100.00	270.14
17-5342 Equip/Furn - Off.Equip&Repair	0.00	500.00	0.00	-500.00
17-5343 Equip/Furn - Computers	8,863.31	10,000.00	10,000.00	0.00
17-5344 Equip/Furn - Office Furniture	0.00	0.00	0.00	0.00
17-5345 Equip/Furn - Misc/Rental	0.00	0.00	0.00	0.00
17-5412 Equip/Furn - Technical Support	47,994.38	51,000.00	48,500.00	-2,500.00
17-5450 Equip/Furn - Web Site	1,970.00	7,350.00	7,350.00	0.00
<b>Total 17-5000 Equip/Furniture/Computers</b>	<b>68,837.11</b>	<b>78,679.86</b>	<b>75,950.00</b>	<b>-2,729.86</b>
<b>18-5000 Building Expenses</b>				
16-5332 Off/Op Exp - Fuel/Electricity	11,577.16	14,511.22	12,500.00	-2,011.22
18-5350 Bldg Exp - Water & Sewage	905.08	1,000.00	1,000.00	0.00
18-5351 Bldg Exp - Bldg/Equip Ins	0.00	2,200.00	0.00	-2,200.00
18-5352 Bldg Exp - Repairs/Improvement	3,130.79	10,000.00	5,000.00	-5,000.00
18-5005 Bldg Exp - Mortgage Interest	0.00	26,500.00	26,500.00	0.00
18-5354 Bldg Exp - Misc. Maintenance	13,182.35	10,000.00	10,000.00	0.00
18-5355 Bldg Exp - Contract Cleaning	8,340.00	8,500.00	8,350.00	-150.00
18-5356 Bldg Exp - Building Transition Costs	0.00	0.00	0.00	0.00
18-5357 Bldg Exp - Real Estate Tax	15,669.91	16,115.00	16,000.00	-115.00
<b>Total 18-5000 Building Expenses</b>	<b>52,805.29</b>	<b>88,826.22</b>	<b>79,350.00</b>	<b>-9,476.22</b>
<b>19-5000 Board of Trustees</b>				
19-5401 Board - Meetings/Travel- Trust	30,368.58	10,000.00	30,500.00	20,500.00
19-5402 Board - Nat.& Reg.Confer-Trust	0.00	2,000.00	0.00	-2,000.00
19-5403 Board - Officer Allownce-Trust	7,174.62	6,500.00	7,500.00	1,000.00
19-5404 Board - Election Stipend-Trust	0.00	400.00	0.00	-400.00
<b>Total 19-5000 Board of Trustees</b>	<b>37,543.20</b>	<b>18,900.00</b>	<b>38,000.00</b>	<b>19,100.00</b>
<b>20-5000 Council Expenses</b>				
20-5420 Council - CoExp	45,709.40	35,000.00	32,500.00	-2,500.00
<b>Total 20-5000 Council Expenses</b>	<b>45,709.40</b>	<b>35,000.00</b>	<b>32,500.00</b>	<b>-2,500.00</b>
<b>21-5000 Committee Expenses</b>				
21-5431 Com - Awards/Scholarship	617.62	466.75	620.00	153.25
21-5428 Com - Bargaining Study	0.00	329.77	0.00	-329.77
21-5432 Com - Benefit Advisory	3,783.60	3,960.58	3,785.00	-175.58
21-5433 Com - Budget	232.67	628.24	325.00	-303.24
21-5434 Com - Building	403.34	182.17	405.00	222.83
21-5435 Com - By-Laws/Judicial Board	343.64	2,561.12	345.00	-2,216.12
21-5436 Com - Chapter Presidents	4,532.62	2,492.59	4,535.00	2,042.41
21-5438 Com - Elections/Rules/Noms	266.85	331.88	265.00	-66.88
21-5441 Com - Member Recruitment	518.37	377.62	520.00	142.38
21-5442 Com - Policy	162.90	0.00	165.00	165.00
21-5444 Com - Safety & Health	674.55	679.16	675.00	-4.16
21-5445 Com - Special Events	2,973.76	4,191.47	3,000.00	-1,191.47
21-5450 Com - Legislative	1,305.51	1,189.96	1,350.00	160.04
21-5453 Com-Personnel-Com	2,218.99	1,253.20	2,500.00	1,246.80
21-5457 Com- Retirees	441.10	46.42	0.00	-46.42
22-5460 Exec Com- Corrections	84.79	0.00	85.00	85.00
22-5462 Exec Com- NonManagement	740.14	837.13	750.00	-87.13
22-5463 Exec Com-State Colleges	3,685.59	1,296.31	3,700.00	2,403.69
22-5465 Exec Com-Supervisory	0.00	176.83	175.00	-1.83
22-5466 Exec Com-Defender General	0.00	0.00	0.00	0.00
22-5467 Exec Com- Judicial	0.00	112.10	1,150.00	1,037.90
21-5430 Com - Ad Hoc/Special-Com	0.00	0.00	0.00	0.00
21-5437 Com - Dependent Care	252.00	293.80	250.00	-43.80
<b>23-5400 Labor Management Comm</b>				
21-5446 Com - St Wide Labor Mngment	5579.56	2,384.86	5,600.00	3,215.14
23-5475 LMC-Correction	501.00	1,065.19	500.00	-565.19
23-5477 LMC-Non-Management	0.00	0.00	0.00	0.00
23-5478 LMC-State Colleges	0.00	192.44	0.00	-192.44
23-5479 LMC- ESD	1,099.54	2,200.02	1,100.00	-1,100.02
23-5480 LMC- Supervisory	0.00	74.74	0.00	-74.74
23-5482 LMC- Judicial	142.88	175.63	150.00	-25.63
<b>Total 21-5000 Committee Expenses</b>	<b>30,561.02</b>	<b>27,500.00</b>	<b>31,950.00</b>	<b>4,450.00</b>
<b>24-5001 Bargaining Expense</b>				
24-5501 BARG- Corrections	12,025.30	10,850.82	12,050.00	1,199.18
24-5502 BARG- Housing Author	501.12	565.77	500.00	-65.77
24-5503 BARG- Master Team	0.00	1,774.46	0.00	-1,774.46
24-5504 BARG- NonManagement	8,655.08	11,927.75	14,500.00	2,572.25

Continued...

# VSEA Budget 2018 Continued...

	2016 Actual	2017 Budget	2018 Budget	17/18 Change
23-5478 LMC-State Colleges	0.00	192.44	0.00	-192.44
23-5479 LMC- ESD	1,099.54	2,200.02	1,100.00	-1,100.02
23-5480 LMC- Supervisory	0.00	74.74	0.00	-74.74
23-5482 LMC- Judicial	142.88	175.63	150.00	-25.63
<b>Total 21-5000 Committee Expenses</b>	<b>30,561.02</b>	<b>27,500.00</b>	<b>31,950.00</b>	<b>4,450.00</b>
24-5001 Bargaining Expense				
24-5501 BARG- Corrections	12,025.30	10,850.82	12,050.00	1,199.18
24-5502 BARG- Housing Author	501.12	565.77	500.00	-65.77
24-5503 BARG- Master Team	0.00	1,774.46	0.00	-1,774.46
24-5504 BARG- NonManagement	8,655.08	11,927.75	14,500.00	2,572.25
24-5505 BARG- State Colleges	3,892.93	6,802.87	4,000.00	-2,802.87
24-5507 BARG- Supervisory	7,258.26	269.03	7,300.00	7,030.97
24-5508 BARG- Defender General	0.00	186.90	200.00	13.10
24-5509 BARG- Judicial	18,497.33	2,622.41	18,500.00	15,877.59
<b>Total 24-5001 Bargaining Expense</b>	<b>50,830.02</b>	<b>35,000.00</b>	<b>57,050.00</b>	<b>22,050.00</b>
25-5525 Annual Meeting	20,199.71	30,000.00	30,000.00	0.00
26-5500 Member Expenses				
26-5540 Mem Exp - External Org	1,132.62	14,500.00	1,132.62	-13,367.38
26-5541 Mem Exp - Internal Org	32,308.62	30,000.00	33,000.00	3,000.00
26-5550 Mem Exp- Trng-Bd,Coun,Ch,Cm	18,338.86	5,000.00	18,500.00	13,500.00
26-5551 Mem Exp-Labor Candidate School	1,250.00	1,250.00	0.00	-1,250.00
26-5555 Mem Exp-Training-Stewards	19,851.92	15,000.00	15,000.00	0.00
26-5560 Mem Exp -Scholarship	7,000.00	1,000.00	7,000.00	6,000.00
26-5567 Mem Exp - Misc. Meetings	207.31	500.00	500.00	0.00
26-5565 Mem Exp- MemSup Payment	8,500.00	10,000.00	10,000.00	0.00
26-5542 Mem Exp- ExtComm	75,308.32	30,000.00	48,000.00	18,000.00
35-5802 Misc Exp - Lobbying	130,226.91	111,250.00	100,000.00	-11,250.00
<b>Total 26-5500 Member Expenses</b>	<b>294,124.56</b>	<b>218,500.00</b>	<b>233,132.62</b>	<b>14,632.62</b>
27-5600 Insurance Expense				
27-5601 Ins Exp- AD&D (VSEA Mems)	9,768.39	5,000.00	9,775.00	4,775.00
27-5602 Ins Exp - Bond (Pension)	63.24	525.00	70.00	-455.00
27-5603 Ins Exp - Worker's Comp	10,052.00	12,500.00	10,075.00	-2,425.00
27-5604 Ins Exp-Professional Liab	16,192.64	10,000.00	16,200.00	6,200.00
27-5605 Ins Exp- Counsel Retainer	0.00	0.00	0.00	0.00
<b>Total 27-5600 Insurance Expense</b>	<b>36,076.27</b>	<b>28,025.00</b>	<b>36,120.00</b>	<b>8,095.00</b>
35-5000 Misc Expense				
35-5803 Misc Exp - Chap/Campus Rebates	13,318.45	16,500.00	17,702.40	1,202.40
35-5808 Misc Exp-Gift, etc	168.48	1,000.00	1,000.00	0.00
35-5805 Misc Exp- Audit/Tax Prep	16,000.00	14,000.00	16,000.00	2,000.00
35-5806 Misc Exp-Int/Late Ch/Penal	388.19	0.00	0.00	0.00
35-5807 Bank Fees	670.00	0.00	0.00	0.00
355807A Misc Fees - Investment	7,226.54	9,000.00	7,000.00	-2,000.00
35-5950 Misc Exp - Depre-Bldg & Land	21,068.00	0.00	21,075.00	21,075.00
35-5950 Misc Exp - Depre-Furn & Equip	32,497.00	0.00	32,500.00	32,500.00
35-5XXX Misc Exp - Increase to Reserves	0.00	0.00	84,797.60	84,797.60
35-5811 Misc Exp - Miscellaneous	27,176.00	250.00	6,125.00	5,875.00
<b>Total 35-5000 Misc Expense</b>	<b>118,512.66</b>	<b>40,750.00</b>	<b>186,200.00</b>	<b>145,450.00</b>
<b>Total Expenses</b>	<b>\$ 3,467,696.73</b>	<b>\$ 3,366,672.00</b>	<b>\$ 3,471,166.00</b>	<b>\$104,494.00</b>
<b>Net Δ in Fund Balance</b>	<b>\$21,582.68</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

Questions About The VSEA Budget? Contact Sheila Manchester Coniff: [smanchester@vsea.org](mailto:smanchester@vsea.org)

## Week In Action! Weekly News From Your Union!

Your union's weekly newsletter, *Week In Action*, is sent every Friday afternoon. *Week In Action* is the best way to stay up to date with weekly VSEA news!

Sign up for VSEA's *Week In Action* Online: [VSEA.org/wia](http://VSEA.org/wia)



# Introducing The New VSEA Advantage Program!

Did you know the average VSEA member can save hundreds of dollars a year by taking advantage of some of the **Member-Only benefits** offered through their union?



The VSEA Advantage Discount Program is full of member-only discounts on goods and services such as skiing, clothing, automotive, insurance, lawyer referral program, workers compensation advice and more! The Advantage Program is proof that there is power in numbers because many of the discount offers were arranged by VSEA members! Your benefits keep working for you when the workday is through.

**Just Present Your VSEA Union Card To Receive Great Discounts!**

Don't Have A Union Card? Request One Online Here: [VSEA.org/Card](http://VSEA.org/Card)

**See A Full List Of Participating Vendors Here:**  
[VSEA.org/AdvantageProgram](http://VSEA.org/AdvantageProgram)



## Our Success Depends on The Strength of Our PAC!

Learn More or Sign Up: [vsea.org/donate-vtpac](http://vsea.org/donate-vtpac)

**"Our PAC give us the ability to elect union members and labor supporters to key decision-making roles,"**

*Dr. Leslie Matthews, VSEA Legislative Committee and VTPAC Member, Agency of Natural Resources.*

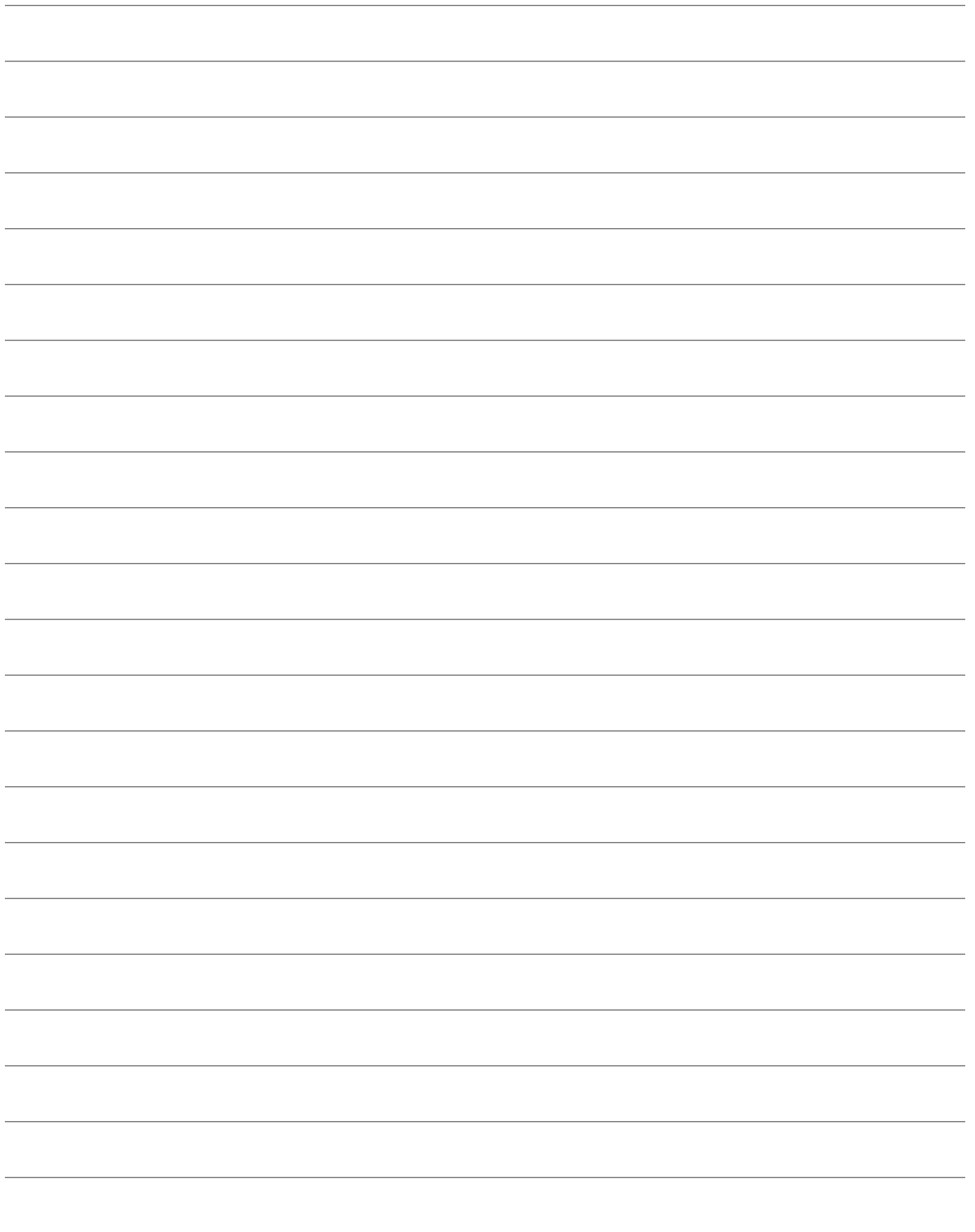
VTPAC members are looking forward to presenting PAC updates and successes to all VSEA members., signing up new VTPAC members at our information table and holding our VTPAC Annual Meeting on September 9.

*VSEA does not use dues money to support political candidates.*



## Notes:

[illegible]





**Vermont State Employees' Association**  
155 State Street  
Montpelier, Vermont 05602

**VSEA HQ is requesting that members keep this  
booklet available for further review during the  
months of August and September.**

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Please Recycle Your Annual Meeting Warning When Finished With It. Thank You!