



NON-MANAGEMENT UNIT - CORRECTIONS UNIT - SUPERVISORY UNIT **Contract Changes (Labor Board Decision & Negotiated Agreements)**

CONTRACT DURATION:

- Two-year contract effective July 1, 2018 – June 30, 2020

WAGES AND STEPS: All unit employees except VSP Lieutenants

- Wage increase of 1.35% effective the first full pay period in January 2019
- Wage increase of 1.35% effective the first full pay period in January 2020
- Employees equal to or above the maximum of their paygrade receive equivalent lump sum payment.
- Step movement and increases continue each year
- Minimum annualized salary increases to \$29,100

Vermont State Police Lieutenants only

- January 2019 - Wage increase of 0.6% (0.3% new money)
- January 2020 – Wage increase of 0.6% (0.3% new money)
- Employees equal to or above the maximum of their paygrade receive equivalent lump sum payment
- Step movement and increases continue each year

HEALTH INSURANCE PLANS:

TOTAL CHOICE & SELECT CARE HEALTH PLANS

- Increase Prescription Deductible \$25 to \$50
- Influenza inoculations for all employees paid by health plans
- Eliminate employee input on prescription drug formulary list (approved drugs)
- Change to National Formulary prescription drug list
- Pharmacy Benefits Manager has authority to implement changes such as Drug Quantity Management and Prior Authorization for Prescription Drugs

SELECT CARE HEALTH PLAN ONLY

- Office Visit copays for non-specialists increase from \$20 to \$25
- Office Visit copay for specialists increase from \$20 to \$40
- Emergency Room copay increases from \$50 to \$100
- NEW copay for MRI of \$50

VSEA RIGHTS & LEAVE TIME:

- Permission for a steward and/or a VSEA staff representative to attend an agency, department, or worksite meeting must be granted by a manager instead of a supervisor as in the past
- Paid leave time for the VSEA Standing Committees eliminated (other accrued leave may be approved)
- Paid leave time for Unit Executive Committee members eliminated

- Paid leave time to attend VSEA trainings eliminated
- Paid leave time for Bargaining Teams to prepare for negotiations eliminated (only paid leave time for bargaining sessions with the State will be approved)
- Paid leave time to attend national or regional meetings of VSEA national affiliate eliminated

LABOR MANAGEMENT COMMITTEE

- Remove outdated language in reference to a study on adoption benefits as a future fringe benefit

DISCIPLINARY ACTION:

- The appointing authority will notify an employee when a suspension or dismissal is being contemplated and given an opportunity to meet or respond; currently the notice is given only when a dismissal is being contemplated
- After receiving the notice of a possible suspension or dismissal, the time period for a meeting or response is being extended from 4 to 10 workdays
- If the employee or the employee's representative requests an extension beyond the 10 workdays for a meeting, the employee will be placed in off-payroll status unless the extension is requested because the State refused to meet
- Notice of a personnel investigation shall be provided to an employee within 30 days of the date that Management knew or should have known of the alleged misconduct

EXCHANGE OF INFORMATION:

- In matters involving disciplinary action, performance corrective action, and Steps I-III of the grievance procedure, additional information is limited to evidence upon which the State relied when taking action and that has a direct bearing on material issues of genuine dispute

HOLIDAY PAY

- Employees who are on any unpaid leave of absence on the day before or day after an observed holiday, would no longer receive holiday pay

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SHIFT AND WEEKEND DIFFERENTIAL (NMU & SUPERVISORY ONLY)

- AOT employees directed to work field assignments and who are required to alter their shifts of work on a temporary basis to meet the needs of the Agency shall be paid a differential of \$40.00 per workday when the employee is required to work a minimum of 8 hours between the hours 6:00 pm and 6:00 am. The differential shall be in addition to any shift and/or weekend differentials the employee may be eligible to be paid.

PESTICIDE APPLICATION DIFFERENTIAL (NMU ONLY)

- The State shall reimburse NMU employees who are licensed or certified as commercial applicators of pest/herbicide chemicals for any certification/recertification fee(s) required by the State to perform their duties

STUDY COMMITTEE (NMU & SUPERVISORY UNIT ONLY)

- The State and VSEA will establish a joint study committee consisting of four representatives from each party to discuss methods and funding to extend the State Police Lieutenant's Pay Plan to employees in Group C of the Vermont State Employees Retirement System

SICK LEAVE (SUPERVISORY UNIT ONLY)

- State may require that any supervisory employee working in a position that requires backfill must call a minimum of two hours prior to the start of the shift if sick and give the nature of the illness

CLOTHING FOR TRANSPORTATION EMPLOYEES (NMU & SUPERVISORY UNIT ONLY):

- Eligible AOT employees will receive a stipend of \$400 in the first full pay period of July each year for the purpose of purchasing sweatshirts, tee shirts, caps and safety shoes. Clothing will no longer be distributed or reimbursement paid for work boots
- New employees will receive a pro-rated stipend of no less than \$200 for the first year
- AOT Motor Equipment Mechanics and Vehicle Equipment Technicians will receive the stipend if uniforms are not provided, but if footwear is not provided with the uniform then those employees would receive a \$200 stipend to purchase footwear

AOT EMPLOYEE HAND TOOLS (NMU ONLY):

- Tool allowance shall increase from \$18.00 to \$22.00 per pay period

AOT SPECIAL SNOW SEASON STATUS (NMU & SUPERVISORY UNIT ONLY):

- Effective July 1, 2019 Snow Season compensation increases by \$100 from \$2100 to \$2200
- AOT Airport Maintenance Workers added to list of employees eligible for snow season status

AGENCY OF AGRICULTURE STORAGE ALLOWANCE (SUPERVISORY UNIT ONLY)

- AOA employees regularly assigned to work in the field and use space for work-related storage may be eligible for Agriculture Storage Allowance of \$32.50 per pay period

PERSONAL LEAVE (CORRECTIONS UNIT ONLY):

- Corrections Unit employees will have the option of cash or leave time when personal leave is earned