



NON-MANAGEMENT UNIT - CORRECTIONS UNIT - SUPERVISORY UNIT

Final Contract Changes resulting from the Vermont Labor Relations Board decision on Last Best Offer plus all negotiated Agreements Including the August 2018 amended Last Best Offer decision

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 (pro-rated for part-time)

Vermont State Police Lieutenants only

- January 2019 - Wage increase of 0.6%
- January 2020 – Wage increase of 0.6%
- Employees equal to or above the maximum of their paygrade receive equivalent lump sum payment
- Step movement and increases continue each year
- If the State were to enter into an Agreement with the Vermont Troopers' Association that contains wages which are more favorable than the 0.6% wage increases that VSP Lieutenants are to receive, then the Lieutenants would receive the same wage increases as the VTA.

HEALTH INSURANCE PLANS:

TOTAL CHOICE & SELECT CARE HEALTH PLANS

- Initial Prescription Deductible \$50
- Influenza inoculations for all employees paid by health plans
- January 1, 2019 change to the Pharmacy Benefits Manager standard, national formulary prescription drug list. The Pharmacy Benefits Manager shall annually thereafter, provide a proposed list of the division of drugs into tiers prior to implementation of such drug list. The parties will meet, review and discuss the drug list promptly. The parties must consider each other's positions in good faith. During any year, the Pharmacy Benefits Manager may bring forward revisions for discussion and review in accordance with this paragraph
- The State can authorize the Pharmacy Benefits Manager to apply reasonable quality and cost measures such as prior authorization and drug quantity management

SELECT CARE HEALTH PLAN ONLY

- Office Visit copays for non-specialists \$25 (Occupational Therapy, Physical Therapy, Chiropractor and Acupuncture also will be treated as non-specialist visits at \$25)
- Office Visit copay for specialists \$30
- Emergency Room copay \$75
- MRI copay of \$30

PLAN ADMINISTRATION

- If the State were to enter into an Agreement with the Vermont Troopers' Association that contains health plan terms which are more favorable than those contained in the Executive Branch Health Plans, then those more favorable terms will be incorporated and become part of this Agreement

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
- Leave time for the Unit Executive Committees, Standing Committees and VSEA training is deleted from the contract
- VSEA Standing Committees appendix is deleted from the contract
- Addition of paid VSEA leave time for Bargaining Teams to attend bargaining sessions scheduled by or with the State
- Addition of paid VSEA leave time for Bargaining Team members to attend up to six (6) meetings to prepare for negotiations, meetings must be held on or after February 1 of the year in which bargaining is scheduled to commence

LABOR MANAGEMENT COMMITTEE

- Deleted 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

GRIEVANCE PROCEDURE:

- Negotiation of the parameters to add binding arbitration as an additional option at Step 4 will be deleted

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 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 & SUPERVISORY UNIT 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 from \$2100 to \$2200
- AOT Airport Maintenance Workers added to the 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