



# Vermont State Employees' Association

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BY HAND DELIVERY

July 1, 2019

The Honorable Philip B. Scott  
Governor of Vermont  
109 State Street, Pavilion  
Montpelier, VT 05609

Dear Governor Scott,

This letter shall constitute formal notice that, in accordance with the collective bargaining agreements between the State of Vermont ("State") and the Vermont State Employees' Association, Inc. ("VSEA"), the VSEA wishes to negotiate successor collective bargaining agreements effective July 1, 2020 for the Corrections, Non-Management, and Supervisory Bargaining Units.

The above listed agreements, in accordance with "Termination of Agreement" section 2, require the parties to commence negotiations no later than August 1, 2019 and be completed no later than October 1, 2019, unless the State and the VSEA agree to establish a different bargaining schedule. Therefore, I propose that the State and VSEA mutually agree to meet on August 6, August 7, and August 8 to address potential ground rules, informational needs, and bargaining schedules. Please be advised that I shall serve as the VSEA Chief Negotiator. VSEA is requesting to be advised as soon as possible who will serve as the Chief Negotiator for the State so that we can communicate prior to our first meeting.

In anticipation of our upcoming negotiations, I have included a memorandum requesting information from the State. Feel free to contact me directly with any questions that you may have. I trust that the State and the VSEA will enter into these negotiations in good-faith to reach fair and equitable contracts on behalf of the dedicated and professional Vermont state government workforce.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gary L. Hoadley', is written over a faint, larger version of the same signature.

Gary L. Hoadley  
VSEA Director of Labor Relations

- cc: Secretary of Administration  
DHR Commissioner and Director of Labor Relations  
VSEA President  
VSEA Executive Director  
VSEA Board of Trustees  
VSEA Unit Chairs and Bargaining Teams  
VSEA Staff Negotiators