

**JUDICIAL BRANCH OF THE STATE OF VERMONT AND VERMONT STATE EMPLOYEES'
ASSOCIATION, INC.
COVID-19 PUBLIC HEALTH CRISIS
SIDE LETTER NUMBER TWENTY-ONE**

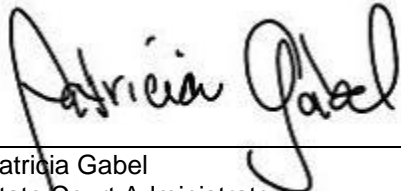
The following is the agreement reached by the Judicial Department of the State of Vermont and the Vermont State Employees' Association, Inc., (VSEA) regarding modifying the terms of the July 1, 2020 – June 30, 2022 Judiciary Unit Collective Bargaining Agreement (CBA), in recognition of and response to the COVID-19 public health crisis. **The parties strongly encourage all employees to comply with any government-issued guidance regarding COVID-19 social restrictions regarding quarantine requirements and social gatherings to protect the integrity and safety of the Judiciary and it's employees.**

Notwithstanding any provisions to the contrary in the CBA, the Parties agree that as follows for the time period October 10, 2021, through January 1, 2022:

1. Employees who must quarantine after voluntary travel to an area where there is a risk of exposure to COVID-19 must use their own Sick Leave or any discretionary leave.
2. Bargaining unit employees will have access to additional provisions related to COVID-related absences:
 - a. May borrow sick leave for any duration absence, while current requirements are for absences of at least 10.0 work days.
 - b. Application to borrow requires prior exhaustion of all accrued sick leave.
 - c. Employees must borrow 5.0 days of sick leave prior to accessing the COVID Sick Leave Bank.
 - d. Judiciary Managers have the ability to send employees home if they appear unwell while at work. A manager may additionally require that an employee produce a medical certificate to ensure the employee is in good health.
 - e. Requests to borrow sick leave or obtain hours from the Sick Leave Bank are Emailed to Human Resources. Approval of employee requests are the sole authority of management.
 - f. As of October 18, 2021 employees may elect to utilize any release time and/or paid leave they may qualify for under the COVID Testing Protocol Side Letter of 10/13/21 prior to making a request to borrow or utilize the Sick Leave Bank under this agreement.
3. Employees who obtained a COVID-19 vaccination from October 10, 2021, to October 18, 2021, during scheduled work hours shall receive Release Time (paid time off without use of the employee's accrued leave) for reasonable travel and the actual appointment time.


Agreement shall automatically terminate at the close of business on January 1, 2022, unless amended and/or extended by written mutual agreement of the Parties.

For the Judicial Department:



Patricia Gabel Date
State Court Administrator
Judicial Department of the State of Vermont

For the VSEA, Inc.



Christine Russell Date
Vice-Chair
Judiciary Bargaining Unit, VSEA



Brian Morse Date
Senior Union Representative, VSEA