



CONTRACT CHANGES FOR THE NON-MANAGEMENT UNIT

Effective July 1, 2022 – June 30, 2024

WAGES AND STEPS:

- July 2022: 3% Hourly Wage Increase plus Continuation of Step Increases
- January 2023: \$1500 Lump Sum Payment
- July 2023: 2% Hourly Wage Increase plus Continuation Step Increases
- January 2024: \$1000 Lump Sum Payment

HEALTH INSURANCE PLANS: NEW

- Effective January 1, 2023, the State Employee Health Plan will cover the cost of hearing aids up to \$1,500 per ear in a sixty (60) month period

LIFE INSURANCE: NEW

- Option to purchase additional Life Insurance beyond the two times base salary. An employee can purchase supplemental Life Insurance up to eight times the employee's base salary with a maximum of \$1,000,000. Additionally, employees may purchase Life Insurance for eligible dependents with a maximum of \$250,000. The employee shall be solely responsible to pay any associated premium. One important feature includes the option to purchase up to three times the employee's base salary (\$500,000 maximum) without providing evidence of insurability (EOI)

SHIFT & WEEKEND DIFFERENTIAL:

- 2nd Shift: \$0.85 increased to \$2.00 per hour
- 3rd Shift: \$1.00 increased to \$2.50 per hour
- Weekend: \$0.75 increased to \$1.50 per hour

LIVING UNIT DIFFERENTIAL:

- BGS employees in specified classes who are actually required to work in a correctional facility living unit will have the living unit differential increased from \$0.50 to \$1.50 per hour

OVERTIME:

- Paid Military Leave will count as "Good Time" for purpose of calculating overtime compensation

HOLIDAYS:

- Hours worked on Martin Luther King Jr. Day will be paid at one and one-half times hourly rate, currently paid at straight time rate for hours worked

EXPENSE REIMBURSEMENT:

- Meal reimbursement increased to GSA rates for the applicable locality

LICENSES/CERTIFICATION:

- State to pay for professional licenses and certification required to perform duties

CHILD & ELDER CARE

- Allocation increases from \$115,000 to \$140,000 per fiscal year

GRIEVANCE PROCEDURE

- Change to provide VSEA the option to file grievances by email with receipt confirmation

PERFORMANCE EVALUATIONS

- The deadline to meet and discuss a performance evaluation may be extended to accommodate the employee's absence from work

SICK LEAVE

- Update definition of "health care provider" in the Sick Leave Article. Currently under the Sick Leave Article, if an employee needed to provide certification of health, illness or injury required for the approval of sick leave or medical leave of absence; that certification must be provided by a licensed physician/doctor. The change enables the certification to be provided by a health care provider authorized to practice in the State in which the health care provider practices. An example would be that certification could be provided by a Physician's Assistant.

E911 TRAINING STIPEND

- Emergency Communications Dispatchers or E911 Call Takers who are assigned by the Department to act as certified trainers paid an additional \$1.00 per hour for hours actually worked as a trainer

HIGHER ASSIGNMENT PAY

- Higher Assignment Pay change to commence with the third consecutive workday in which the employee works a full shift, retroactive to the first day worked, instead of the current fifth consecutive workday.

PERSONAL LEAVE

- Currently, an employee that does not use sick leave beyond 8 hours in a calendar quarter is entitled to 10 hours of Personal Leave. That language changes to "does not use sick leave beyond the number of hours equivalent to one full shift." This change benefits those members who work regular schedules with more than eight-hour shifts.

EMERGENCY CLOSING COMPENSATION

- Any additional pay for employees required to work during an emergency closing shall not apply to employees who are teleworking at the time of the complete emergency closing

CLOTHING FOR AOT EMPLOYEES

- Clothing stipend for eligible AOT employees increases from \$400 to \$500 and \$200 to \$250 per fiscal year
- Employees working for the Agency of Transportation whose primary duties take place in a field or garage setting will be eligible for the clothing stipend

CDL DRUG TESTING

- New language that the State may terminate an employee who fails two required drug tests for CDL drivers within a 10-year period

GAME WARDENS

- Revision of Game Warden titles and update Physical Fitness standards
- Fitness Training compensation increases based on a score of Average from \$100 to \$150, Good from \$150 to \$250, Excellent from \$200 to \$300 and Superior from \$300 to \$400

TERMINATION OF AGREEMENT

- The period for contract negotiations changes from August 1 - October 1 to August 15 - October 15, unless the parties agree to establish a different bargaining schedule