



## **CONTRACT CHANGES FOR THE SUPERVISORY UNIT**

Effective July 1, 2022 – June 30, 2024

### **WAGES AND STEPS:**

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

### **HEALTH INSURANCE PLANS: NEW**

- Effective January 1, 2023, the State Employee Health Insurance Plans 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:**

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

### **OVERTIME:**

- Paid Military Leave added to "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 will increase 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.

## **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 will increase from \$400 to \$500
- During the two-year contract AOT may, at its discretion, provide to employees in other positions, or class titles, the above referenced benefit or provide a stipend that will increase from \$200 to \$250 with which to purchase OSHA certified footwear based on the operating needs of the Agency and the job expectations.
- Revised language describing the job duties that are 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 WARDEN SUPERVISORS:**

- Revision of Game Warden Supervisor 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

## **STANDBY PAY/PAGER PAY:**

- The cap per employee increases from \$7,000 to \$10,000 per fiscal year

## **VSP LIEUTENANT RESIDENCY:**

- Revised and updated residency list

## **LIQUOR CONTROL SUPERVISORS:**

- Incorporate Side Letter

## **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