

AGREEMENT

BETWEEN  
VERMONT STATE COLLEGES

AND

VERMONT STATE COLLEGES  
STAFF FEDERATION

VERMONT STATE  
EMPLOYEES ASSOCIATION

EFFECTIVE

JULY 1, 2022

To

JUNE 30, 2024

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ARTICLE i

PREAMBLE

This Agreement, to take effect July 1, 2022, is made between the Vermont State Colleges Staff Federation, Vermont State Employees Association (hereinafter "the Federation") and the Chancellor of the Vermont State Colleges for and on behalf of the Vermont State Colleges (hereinafter "the Vermont State Colleges") and each of the Vermont State Colleges individually and collectively (hereinafter "a College" individually, "the Colleges" collectively).

ARTICLE ii

WITNESSETH

In consideration of the mutual and reciprocal promises hereinafter set forth, the parties covenant and agree as follows:

ARTICLE iii

HEADINGS AND TITLES

Any headings preceding the text of the several Articles hereof are inserted solely for the convenience or reference and shall not constitute a part of this Agreement, nor shall they affect its meaning, construction or effect.

## ARTICLE 1

### DEFINITIONS

1. Board - The term "Board" as used in this Agreement refers to the Board of Trustees of the Vermont State Colleges.
2. College - The term "a College" as used in this Agreement refers in the singular to one of the member institutions (but excluding the Community College of Vermont) of the Vermont State Colleges and "the Colleges" in the plural to all (but excluding the Community College of Vermont) the member institutions.
3. Vermont State Colleges - The term "Vermont State Colleges" as used in this Agreement refers collectively to the Board, the Chancellor, and the Colleges.
4. Federation - The term "Federation" as used in this Agreement refers to the Vermont State Colleges Staff Federation, Vermont State Employees Association.
5. Federation Representative - The term "Federation Representative" as used in this Agreement refers to a person who has been officially so designated in writing to the President of a College and the Chancellor by the Federation President.
6. Federation Agent - The term "Federation Agent" as used in this Agreement refers to a member of the Federation who has been designated in the manner described in Article 9.
7. President - The term "President" as used in this Agreement refers to the Chief Executive Officer of a College or a person acting in that capacity, duly appointed and authorized by the Board.
8. Parties - The term "parties" as used in this Agreement means the Vermont State Colleges and the Federation.
9. Supervisor - The term "supervisor" as used in this Agreement, shall mean such individual as is defined in 3 VSA Section 902(16).
10. Employee - The term "employee" as used in this Agreement, except when appearing in conjunction with modifying adjective(s) which specifically identifies non- bargaining unit personnel (e.g., professional, managerial, confidential, supervisory, other) refers to an employee who is a member of the bargaining unit.

11. Part-time Employee - The term "part-time employee" as used in this Agreement means any employee who regularly works less than a .8 full-time equivalent schedule.
12. Non-probationary Employee - The term "non-probationary employee" as used in this Agreement refers to any employee who has completed the probationary period.
13. Probationary Employee - The term "probationary employee" as used in this Agreement refers to any employee who has not completed the probationary period.
14. Probationary Period - The term "probationary period" as used in this Agreement refers to the 180-day period beginning from the most recent date of hire to a regular bargaining unit position. An employee will serve one probationary period per college.
15. Temporary Employee - The term "temporary employee" as used in this Agreement means any individual in a position funded by grant money or hired for a limited duration of one year or less (except for limited-status employees) with no expectancy for continued employment past the initially stated appointment period.
16. Limited Status Employee - The term "limited status employee" as used in this Agreement means any employee who is hired as a replacement for at least one year for a bargaining unit member who is on an approved leave.
17. Workweek - The term "workweek" as used in this Agreement refers to five (5) consecutive work days within a seven (7) day period, with the exception of security personnel. For payroll and overtime calculation purposes, a workweek runs from 12:00 a.m. on Saturday to 11:59 p.m. on Friday.
18. Hourly Wage - The term "hourly wage" as used in this Agreement refers to the monetary compensation earned by an employee on an hourly basis and recorded in the Colleges' records.
19. Promotions - The term "promotion" as used in this Agreement means advancement to a higher grade.
20. Complaint - The term "complaint" as used in this Agreement means an employee's, the Federation's, or group of employees' informal expression to the immediate supervisor of dissatisfaction with aspects of employment or working conditions under a collective bargaining agreement.



21. Grievance - The term "grievance" as used in this Agreement means any grievance that would be cognizable for employees under 3 VSA Section 902(14).
22. Notification - The term "notification" as used in this Agreement means the sending by certified mail, return receipt requested, by receipted hand delivery to the intended recipient, or by the VSC's securely encrypted file transfer service (currently ZendTo). In the event notification is made through a securely encrypted file transfer service, the Colleges shall accomplish notification by hand delivery or U.S. mail if the colleges do not receive confirmation of receipt within three working days.
23. Spouse – The term “spouse” as used in this Agreement refers to a lawful spouse of an employee or to an employee’s partner in a Civil Union certified under the laws of the State of Vermont.
24. Due date- Whenever a date identified in the Agreement falls on a Saturday, Sunday or College-recognized holiday, the due date shall roll over to the next business day.

## ARTICLE 2

### RECOGNITION

1. The Vermont State Colleges recognizes the Federation as the exclusive bargaining representative with respect to wages and other terms and conditions of employment for all full-time, part-time, and limited status non-faculty employees of the Vermont State Colleges (Castleton University, Northern Vermont University, Vermont Technical College), excluding the Chancellor, College Presidents, Deans, Business Managers, and all management, supervisory, confidential, professional and temporary employees.
2. Within the context of the provisions of the collective bargaining laws of the State of Vermont, and without depriving any person of any of the rights guaranteed by such laws, it is agreed by the parties that any bargaining over matters of wages, hours or conditions of employment shall be carried on exclusively with the designated bargaining representative of the employees covered by the Agreement.
3. If during the life of this Agreement the bargaining unit should be clarified or amended by the Vermont Labor Relations Board (VLRB), or the Vermont Supreme Court, or clarified or amended by the mutual consent of the parties involved, the parties shall meet to discuss the effects of such clarification on the existing unit and/or any articles affected by such clarification or amendment.

## ARTICLE 3

### MANAGEMENT RIGHTS

1. All management functions and responsibilities, whether or not possessed or exercised by the Vermont State Colleges prior to execution of this Agreement, are reserved exclusively to the Vermont State Colleges, except to the extent that same are expressly restricted by a specific provision of this Agreement.
  
2. The management rights referred to in Section 1 above shall include, but not be limited to, the right:
  - a) to hire, discharge, discipline, lay off, recall, transfer, promote and demote employees;
  - b) to require physical examinations of employees which shall be paid for by the employer;
  - c) to require a reasonable amount of overtime and make temporary work assignments;
  - d) to organize, enlarge, reduce or discontinue a function, position or department in a manner which shall not be inconsistent with any provisions of this Agreement;
  - e) to introduce new technology, tools, equipment or labor saving devices;
  - f) to establish new jobs;
  - g) to establish and administer policies and procedures relating to security;
  - h) to perform evaluations;
  - i) to establish and administer policies and procedures relating to service and maintenance of equipment;
  - j) to determine how personnel shall be trained;
  - k) to promulgate reasonable rules and regulations which do not otherwise contravene the terms of this Agreement;

- l) to determine the manner, means, and methods by which all operations of the Vermont State Colleges shall be carried out;
  - m) to subcontract work in a manner consistent with the subcontracting provisions of this Agreement; and
  - n) to take such other action as it deems necessary to maintain the efficiency of the Vermont State Colleges' operation.
3. Except as otherwise provided in Article 29, management rights also include, but only after first giving the Federation notice and the opportunity to bargain, the right:
  - a) to determine or change shifts, starting and quitting times and number of hours worked; and
  - b) to change job content and classify and reclassify.
4. All management functions and responsibilities specifically reserved to the Vermont State Colleges in this Agreement are retained by and vested exclusively in the Vermont State Colleges. The Vermont State Colleges' exercise of any management right or function in a particular manner shall not preclude the Vermont State Colleges from exercising same in any other manner which does not expressly violate a specific provision of this Agreement. The Vermont State Colleges' failure to exercise any right or function reserved to it shall not be deemed a waiver of its right to exercise same.
5. None of the provisions of this Agreement shall operate to preclude the Vermont State Colleges from taking such action as it deems necessary for the care and protection of employees, equipment and facilities in the event of an emergency.
6. In appropriate circumstances as determined by the Vermont State Colleges, other employees, including professional, managerial, supervisory, or confidential employees, as well as students and volunteers, may perform work usually done by employees in the bargaining unit, provided the performance of such work does not result in the displacement of any bargaining unit employee. The fact that a bona fide, professional employee, manager, confidential employee, supervisor, student or volunteer also does a regular amount of bargaining unit work will not result in that employee's inclusion in the bargaining unit. Under no circumstances will any employee be paid for work performed by such other professional employee, manager, confidential employee, supervisor, student or volunteer.

7. Wherever a notice of vacancy or job posting is required in this Agreement to be accomplished by postal service mail or the placing of paper notices on bulletin boards, such requirements may be met electronically through e-mail to the intended recipient(s). However, nothing shall prohibit the Federation from posting a notice of vacancy or job posting on bulletin boards.
8. A College shall notify the Federation if it decides not to fill a vacant position. In the event the decision to not fill a vacant position results in significant alteration of an employee's workload, the parties shall follow the provisions set forth in Article 22.

#### ARTICLE 4

##### FEDERATION RIGHTS

1. Individual Agreements - Rights and benefits of the employees set forth in this Agreement are part of any individual contract or notice of employment or intent to employ. In the event of conflict between the terms of an individual's conditions of employment and the terms of this Agreement, this Agreement shall supersede the individual contract and govern. This Agreement shall be referred to in any individual contract, notification of employment or intent to employ, and a copy shall be provided with any of the above-issued documents.
2. Mailboxes - Each employee shall be entitled to an open-face mailbox. The location of the mailbox, which must be reasonable and accessible, is to be determined by the College. The Federation shall be entitled to the reasonable use of interoffice mail, in accordance with Vermont State Colleges' procedures and subject to the Vermont State Colleges' right to modify or otherwise amend such procedures. The Federation agrees to limit its use of interoffice mail to material directly related to its function as collective bargaining representative.
3. Meetings - Each Federation Campus Chapter may hold one regularly scheduled meeting per month on campus and notice of such schedule, including the location of the meetings, shall be given to the President or their designee within thirty (30) calendar days following the beginning of the fiscal year. Once notice of the regularly scheduled meetings is received, the College shall not hold conflicting meetings involving employees except in emergencies. Any unit employee who attends such meetings shall be granted release time without loss of pay and benefits up to one-half hour per month after the applicable lunch break is first utilized. No employee shall engage in Federation business or attend Federation meetings on the employee's working time, except as otherwise specified in the

Agreement. The location of all on-campus Federation meetings is subject to the approval of the College.

4. Bulletin Boards - Each College at which there is a Federation Chapter shall designate suitable space at which a bulletin board may be erected for Federation purposes at Federation cost, or shall designate reasonable space on existing bulletin boards for use by the Federation. Posting on all such bulletin boards shall be made by or at the direction of a Federation representative at each College, who shall furnish copies of all postings to a designated College official for college records. All such postings shall clearly indicate sponsorship by the Federation. The use of the bulletin board shall be restricted to activities of the Federation for the following purposes only:
  - a) notices of recreational, educational and social activities;
  - b) notice of election of officers and representatives and results; and
  - c) notice of Federation meetings and Federation activities other than non- bargaining unit organizational materials.
  
5. College Facilities - Federation representatives may use a College's typewriters, duplicating equipment and calculators, and all new technology, tools, equipment or labor saving devices when they are not otherwise in use, under reasonable guidelines set forth by the designated administrator, provided the Federation shall pay monthly to the College the normal and usual charge, if any, then prevailing for such use. Use may be terminated if use charges are not paid within thirty (30) days.

The Federation may install its own telephone service at each College, in reasonable locations approved by the Business Manager, and it shall be billed directly for and shall pay the installation and monthly charges.
  
6. The VSCSF failure to exercise any right or function reserved to it under the provisions of this Article shall not be deemed a waiver of its right to exercise same.
  
7. Once each quarter, the Chapter President and one other union officer and the College President and the Dean of Administration or their designees will meet to discuss issues of common interest which have an impact on conditions of employment; provided these sessions are not for the purpose of discussing pending grievances or for collective bargaining on any subject. Agreements which result from these discussions shall not produce any modifications to the collective bargaining agreement unless signed off by the VSEA and the VSC.

8. The VSC shall notify the VSEA of any systemic problems with the administration of the payroll and benefits system, including, but not limited to employee pay, leave accruals, TIAA contributions, earnings, and base pay.
9. The Colleges shall provide the Federation's Treasurer with a list of all employees in the bargaining unit, including both dues-paying and non-dues paying members, each payroll cycle.

## ARTICLE 5

### RIGHTS OF FEDERATION OFFICERS

1. The Federation Chair shall receive a 50% reduction in workload as needed without loss of wages, rights and benefits. The Federation Vice-Chair shall receive a 10% reduction in workload as needed without loss of wages, rights and benefits. The Federation Executive Steward shall receive a 15% reduction in workload as needed without loss of wages, rights and benefits. The Federation Secretary shall receive a 10% reduction in workload as needed without loss of wages, rights and benefits. The Federation Treasurer shall receive a 5% reduction in workload as needed without loss of wages, rights and benefits. The Campus Chair shall receive a 10% reduction in workload as needed without loss of wages, rights and benefits. One Campus Steward per College and one Campus Vice-Chair per College shall receive a 5% reduction in workload as needed without loss of wages, rights and benefits. Two bargaining unit employees per College shall receive a 5% reduction in workload as needed without loss of wages, rights, and benefits for attending a VSEA standing committee to which they have been appointed. However, in the event an employee has already received a reduction in workload as a Federation or Campus officer, that employee shall not receive an additional reduction in workload for VSEA committee work.

If a bargaining unit employee is elected to serve as the Vermont State Employees' Association President or First Vice-President, the employee shall receive a 50% reduction in workload as needed without loss of wages, rights, and benefits. If a bargaining unit employee is elected to serve as the Vermont State Employees' Association Second Vice-President, Clerk, or Treasurer, the employee shall receive a 10% reduction in workload as needed without loss of wages, rights, and benefits. No more than one bargaining unit employee at a time may receive a reduction in workload for serving as a Vermont State Employees' Association officer. No bargaining unit employee may receive a total reduction in workload in excess of 50%.

2. The Federation shall designate one negotiating representative from each College and no more than five (5) executive officers prior to the commencement of negotiations and shall notify the Colleges of its choices at least thirty (30) days prior to such commencement. The Colleges shall then make arrangements allowing the release of those representatives and officers from customary duties, without loss of wages, rights or benefits, for the duration of negotiations on those days when negotiations take place, in order to allow their participation. Nothing in this section shall preclude the Federation from having additional members at negotiations; however, the Colleges shall not be required to grant release time to such individuals.
  
3. Subject to the efficient conduct of the Colleges' business, permission for reasonable time off during normal working hours without loss of pay and without charge to accrued benefits shall not be unreasonably withheld in the following instances:
  - a) Members of the VSCSF Executive Committee to attend four regular Executive Committee meetings and up to two special Executive Committee meetings a year.
  - b) Members of the VSCSF bargaining team to attend a total of four bargaining team caucus meetings and/or negotiations training sessions during the six months prior to commencement of bargaining.
  
4. In order to avoid undue disruption to the efficient operation of the Colleges and to provide supervisors with sufficient advance notice to manage absences, Federation officers and negotiating representatives shall notify their direct supervisor of any absences due to Federation-related activities at least one week prior to any such absence or, if the activity is scheduled with less than one week's notice, as soon as possible.

## ARTICLE 6

### ANTI-DISCRIMINATION

The parties shall not discriminate against any employees by reason of age, race, creed, marital status, color, sex, sexual orientation, religion, national origin, citizenship, union activity, political activity, membership or non-membership in the Federation, gender identity or expression, or other unlawful criteria as are defined under applicable law.

## ARTICLE 7

### DUES

1. The Colleges will check off Federation dues in the amount specified in the Federation Constitution and By-laws for all employees who voluntarily desire to join the Federation. Such employees may also authorize payments for any VSEA-approved insurance program premiums. The College will deduct dues and insurance premium payments from the wages of all employees who voluntarily authorize such deductions by the signing of an authorization form. Dues and insurance premiums so authorized will be a combined single deduction and will be transmitted as such to VSEA. The amount authorized for deductions can be changed by the employee no more than once each semester. The form for the authorization is appended to this Agreement.
2. The deduction will be made only in equal amounts bi-weekly, beginning the second payroll period after receipt of the authorization form by the College. Said monies shall be transmitted within three (3) working days after the deduction was made, to the designated Federation Treasurer, together with a listing of each employee who has authorized the deduction.
3. The Federation shall indemnify, defend and save the Vermont State Colleges harmless against any and all claims, demands, suits or other forms of liability that shall rise out of or by reason of action taken or not taken by the Vermont State Colleges in reliance upon deduction authorization cards submitted by the Federation to the Vermont State Colleges.

## ARTICLE 8

### INFORMATION AND DATA

1. Any request by a Federation representative for information regarding the processing of grievances shall be directed in writing to the President of the College at which the grievance arises; however, if a grievance has reached or exceeded Step Two, Federation request shall be directed to the Chancellor. Upon a timely request, VSC shall provide additional information as is reasonably necessary to serve the needs of the VSEA as exclusive bargaining agent. VSC shall provide any information requested, which is neither confidential nor privileged, within 10 work days unless special circumstances are present and documented.
2. Any request by the Federation for information regarding non-grievance representation



matters shall be directed to the Chancellor.

3. Each College shall send the Federation's Chapter Chairperson and Federation President a copy of each initial appointment letter for each bargaining unit member along with a copy of the job description for the particular job.
4. Once each quarter, the VSC shall provide the VSEA with a list of all bargaining unit employees with their position titles, including those who terminated, voluntarily or involuntarily, since the last list was provided.
5. Each July and January, the VSC shall provide the VSEA with the addresses of record for all bargaining unit employees.
6. Once each quarter, the VSC shall provide the VSEA with a list of the names and job titles of temporary employees appointed or terminated by the College since the last list was provided.
7. The Colleges will provide to the Federation a complete set of all job descriptions.
8. All requests for information shall be met in a timely manner.

## ARTICLE 9

### VISITATION BY FEDERATION AGENTS

Duly authorized agents of the Federation may visit employees during work hours, provided that notification of such visits is given in advance to the College President or their designee and provided that such visits do not adversely affect the efficient conduct of VSC business. Such visits shall not be unreasonably denied, but such visits shall not be for the purpose of engaging in solicitation.

As part of the new employee orientation, the employee will be given the name and telephone number of the Chapter President.

## ARTICLE 10

### GRIEVANCE PROCEDURE

1. Any employee or group of employees, or the Federation shall have the right to present oral complaints to a College and to have such complaints considered in good faith with or without the intervention of the Federation. Adjustments shall not be inconsistent with the terms of this Agreement.
2. Any employee or group of employees, or the Federation shall have the right to present written complaints to a College and to have such complaints considered in good faith with or without the intervention of the Federation. Such complaints must be registered within thirty (30) calendar days following the time at which the complainant(s) could have reasonably been aware of the existence of the situation created by the College which is the basis for the complaint. Adjustments shall not be inconsistent with the terms of this Agreement. All such complaints shall be considered and a decision formulated and the complainant and Federation informed thereof within fifteen (15) calendar days of presentment.
3. A grievance must be presented at Step One within thirty (30) calendar days following the time at which the grievant(s) could have reasonably been aware of the existence of the situation created by the College which is the basis for the grievance, or, if a complaint has been filed under paragraph 2, within fifteen (15) calendar days of the College's answer to the complaint.

#### STEP ONE

- a) The grievance must be presented in writing to the President of the College or their designee. The grievance shall state the nature of the grievance including relevant facts, the provision(s) of the Agreement alleged to have been violated, where relevant, and the adjustment sought.
- b) The President or their designee shall schedule and hold a meeting with the grievant(s), a Federation officer, and a VSEA representative at a mutually acceptable time and location within fifteen (15) calendar days of the receipt of the grievance. The President or their designee, in their discretion, may invite up to three other individuals to attend the meeting to take notes or provide other assistance. Each party shall provide the other with the names of their attendees at least 24 hours in advance of the meeting. The parties may mutually agree to increase the number of attendees. A written answer to the grievance shall be

forwarded by the designated College official to the grievant, with a copy to the Federation, within fifteen (15) calendar days of such meeting.

## STEP TWO

- a) In the event the grievance is not settled in Step One, within fifteen (15) calendar days of the forwarding of the Step One answer, the grievant may present their grievance in writing at Step Two. The grievance must be presented at this step to the Chancellor. The Chancellor or their designee shall schedule and hold a meeting with the grievant(s), a Federation officer, and a VSEA representative at a mutually acceptable time and location within fifteen (15) calendar days of receipt of the Step Two grievance. The Chancellor or their designee, in their discretion, may invite up to three other individuals to attend the meeting to take notes or provide other assistance. Each party shall provide the other with the names of their attendees at least 24 hours in advance of the meetings. The parties may mutually agree to increase the number of attendees. A written answer to the grievance shall be forwarded by the Chancellor or their designee to the grievant, with a copy to the Federation, within fifteen (15) calendar days of the Step Two meeting.
  - b) At Step Two, the Federation may introduce any new facts and/or arguments that were not raised at Step One but may not introduce any new contractual violations.
4. In cases involving complaints or grievances resulting solely from directions or actions of the Chancellor, the complaint and grievance shall be filed within the same schedule for complaints and Step One grievances at the Colleges, outlined above. A grievance shall be filed in writing directly with the Chancellor. Within fifteen (15) calendar days of the filing of the grievance, the Chancellor or their designees shall schedule and hold a meeting at a mutually acceptable time and location with the grievant(s), a Federation Officer, and a VSEA representative. The Chancellor or their designee, in their discretion, may invite up to three other individuals to attend the meeting to take notes or provide other assistance. Each party shall provide the other with the names of their attendees at least 24 hours in advance of the meeting. The parties may mutually agree to increase the number of attendees. A written answer to the grievance shall be forwarded to the grievant, with a copy to the Federation, within fifteen (15) calendar days of such meeting. The grievance may thereafter be processed directly to arbitration in accordance with the arbitration provisions.
  5. The filing or pendency of a grievance under the provisions of this Article shall not prevent the Vermont State Colleges or its representatives from taking the action

complained of.

6. Failure of the grievant or grievants to comply with the time limitations of the complaint procedure or Steps One or Two shall preclude any subsequent filing of the grievance by the Federation or grievant except in the case of a continuing grievance, and failure by management to answer in a timely manner under the complaint procedure or under Steps One or Two shall permit the grievance to be processed automatically to the next step. The time limitations set forth in this Article may be extended by mutual agreement.
7. If an employee chooses to pursue a grievance without the intervention of the Federation, the Federation shall have the right to be present before any final adjustment of the grievance takes place.
8. Time of all grievance meetings shall be arranged to result in as little loss of working time as possible. No pay or benefits shall be lost by the grievant, or by a reasonable number of witnesses called by either party, or called under subpoena for the purpose of attending grievance or arbitration hearings. Witnesses shall only attend hearings at such times and on such dates as they are actually required to give testimony.
9. Written communications required as part of the grievance process shall be hand-delivered, sent via U.S. Postal Service, certified mail return receipt requested, or sent via the VSC's securely encrypted file transfer service (currently ZendTo). In the event notification is made through a securely encrypted file transfer service, the College shall accomplish notification by hand delivery, or U.S. mail if the Colleges do not receive confirmation of receipt within three working days.

## ARTICLE 11

### ARBITRATION

1. Any grievance which has not been satisfactorily adjusted under the Grievance Procedure may be submitted within thirty (30) calendar days of the Vermont State Colleges' final answer for settlement under the arbitration provisions of 3 VSA 926.
2. Each party shall bear the expense of preparing and presenting its own case.
3. Both sides shall retain whatever rights they have under law to challenge decisions of the VLRB.

4. Unless otherwise mutually agreed, each arbitration hearing shall deal with not more than one grievance.
5. As an alternative to a grievance being processed through the Vermont Labor Relations Board, the parties may mutually agree that a grievance be submitted instead to private arbitration.
  - a. In such a case, the parties will attempt to agree upon an arbitrator. However, if they cannot agree, then, within thirty (30) calendar days of the Step 2 answer, the Federation will request a list from the American Arbitration Association and selection shall be made in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association.
  - b. Arbitration will be conducted in accordance with the Rules of the American Arbitration Association.
  - c. Each party shall bear the expense of preparing and presenting its own case. The fees and expenses of the Arbitrator, and the cost of any hearing transcript, shall be borne equally by the Federation and the Colleges.
  - d. Unless otherwise mutually agreed, each arbitration hearing shall deal with no more than one (1) grievance.
  - e. Observers may only attend a private arbitration by mutual agreement of both parties.
  - f. The Arbitrator shall have no power to add to, subtract from, modify, or disregard any of the provisions of this Agreement.
  - g. The decision of the Arbitrator shall be final and binding on the parties, although each side retains whatever rights it has under state or federal law to challenge the decision and award.

#### **ACKNOWLEDGEMENT OF ARBITRATION**

The parties understand that this Agreement contains a provision for binding arbitration as a final step of the grievance process. After the effective date of this Agreement, no grievance, submitted to binding arbitration, may be brought to the Vermont Labor Relations Board. An employee who has declined representation by the employee organization or whom the employee organization has declined to represent or is unable to represent, shall be entitled, either by representing themselves or with the assistance of independent legal counsel, to appeal their grievance to the Vermont Labor Relations Board as the final step of the grievance process in accordance with the rules and regulations adopted by the Board.

## ARTICLE 12

### PERSONNEL FILES

1. Only one personnel file shall be maintained for each employee, and said file is to be maintained in an accessible location.
2. The employee shall have the right to add relevant material to their personnel file, or to attach a response to any document or material in their file.
3. The employee and/or the employee's collective bargaining representative shall be entitled to view, inspect and obtain a copy of all materials and documents in their file, upon reasonable request, at no charge.
4. The College shall send, via interoffice mail, hand delivery, or via the VSC's securely encrypted file transfer service (currently ZendTo), the employee a copy of any item or material placed in their personnel file or a memo indicating that a particular item has been placed in their file and the source of such item. For items that are hand-delivered or sent via interoffice mail, the employee shall sign for receipt of the copy or memo and return the signed receipt to the College via interoffice mail. If delivery occurs through electronic means and the VSC does not receive confirmed receipt within three days, the VSC shall accomplish delivery through either interoffice mail or hand delivery. Such signature merely acknowledges receipt, not agreement with content. Verification of receipt may also be done by email or electronic signature. Such copy or memo shall be sent to the employee within fourteen (14) calendar days of insertion of the item or material into their file.
5. No anonymous or undated materials may be placed in any employee's personnel file.
6. With respect to any document older than two (2) calendar years, which document is contained in the employee's personnel file, the VLRB shall determine what probative weight to accord the document.
7. The College shall maintain a record of any individual, except for Human Resources or Payroll employee acting within their administrative capacity, who accesses a personnel file.

## ARTICLE 13

### EVALUATIONS

1. In the Fall of 2022, a Labor Management committee will be established to review and revise the current evaluation form. The committee will be composed of a unit member and an administrator from each College, plus a representative from the Chancellor's office. The committee's proposed revisions shall be submitted to the chancellor for consideration and approval on or before April 1, 2023, or as soon thereafter as practicable. The evaluation form will, at a minimum, indicate areas of performance review and may include criteria to be applied in the review of performance in these areas. Job duties, responsibilities, and other matters relating to the employee's work performance will be the exclusive guidelines for the development of a form and the areas of performance review. Pending adoption of a revised evaluation form, the parties shall continue to use the existing evaluation form.
2. Using this form and the areas of review indicated on the form, supervisors will review the performance of employees for their work in each fiscal year. All employees will be evaluated in writing on an annual basis as to their performance. Normally, these evaluations will be completed between April 1 and June 30 of each year. If the meeting between the employee and the supervisor referred to in Section 3 below is not held until after June 30, then the employee will nevertheless receive the performance increase in pay effective July 1 provided for in Section 8 below.
3. The employee and the supervisor who performs the evaluation will meet to discuss the evaluation when it is completed. The supervisor who performs the evaluation will give the employee a copy of the evaluation at least 48 hours prior to such a meeting. The employee will sign any such evaluation indicating receipt of the document and not necessarily agreement with its contents. After such a meeting, the supervisor may or may not choose to modify the original evaluation. If the evaluation is modified, the employee will be given the revised evaluation and will sign such evaluation, again indicating receipt of the document and not necessarily agreement with its contents.

Once the evaluation is finalized, the supervisor will also sign the evaluation. The employee may also attach any written comments which they wish to make to the final evaluation. Any prior draft evaluations will be destroyed.

The signed evaluation, along with any written comments by the employee, will then be reviewed by the next level of management. Such manager, following review, will sign the final evaluation and it will be placed in the employee's personnel file. If the manager

wishes to make any changes, the employee will sign the revised evaluation indicating receipt of the document and not necessarily agreement with its contents prior to it being placed in the employee's file. The employee shall have the right to attach any written comments they may wish to make in regard to any such revised evaluation by the manager.

4. Before an employee receives an overall evaluation of unsatisfactory or fails to meet expectations, they must have been advised of their deficiencies in writing at least once during the review year.
5. To the extent that the evaluation form has a general comment section or comment sections for each rating area, and to the extent a supervisor or manager has entered negative comments about an employee in such sections, an employee may request that such comments be excised from the evaluation two years from the date the evaluation became final. This request will be granted provided there has been no additional negative commentary in the relevant subject area about the employee during that two year period. This right does not extend to removal of the actual rating of the employee on a particular rating area or the overall rating.
6. The use of these annual evaluations shall not in any way preclude the issuance of disciplinary actions, written reprimands or commendations or other written commentary which may impact on an employee's performance at other times during the year.
7. Evaluations shall not be subject to the grievance procedure or otherwise be a source for a grievance, unless there is a violation of procedure. Overall evaluations of unsatisfactory or fails to meet expectations, however, shall be fully grievable.
8. Beginning July 1, 2014, in addition to the increases listed in Article 28, an employee who receives at least a Satisfactory evaluation for each contract year of this Agreement will receive an additional increase to the base annual salary for the corresponding fiscal year effective on July 1 of each year of 1.50%. The increases will take effect on July 1 of the year in question but will be processed prior to the increases which are otherwise provided in those fiscal years under Article 28.

For the year beginning July 1, 2021, however, and for only that year, the additional increase of 1.50% is not separate and is included within the increase described in Article 28, so that the total increase for the employee is described in Article 28.



## ARTICLE 14

### DISCIPLINE AND DISCHARGE

1. Except for probationary employees, no employee shall be disciplined or discharged except for just cause. Accordingly, the Colleges shall:
  - a. Initiate discipline procedures within a reasonable time of being put on notice of the offense;
  - b. Apply discipline with a view toward uniformity and consistency;
  - c. Adhere to the principle of progressive discipline. However, the parties agree that every discipline matter must be judged on all surrounding circumstances and that the penalty imposed may vary depending on such circumstances. Some acts of misconduct may warrant a more serious penalty and lesser sanctions may not be appropriate. The order of progressive discipline shall be: oral reprimand, written reprimand, suspension with or without pay, and dismissal.
2. At any time during the probationary period, the Colleges may terminate employment. Such termination is final and not subject to the grievance and arbitration provisions of this Agreement.
3. Prior to the end of the probationary period, the supervisor shall recommend to the President whether or not the employee shall be retained beyond the probationary period.
4. A staff member shall not be disciplined for acts, except those which constitute a crime, which the College became aware of more than one (1) year prior to the service of the notice of discipline, except for sexual harassment.
5. Whenever an employee is required to give oral statements to their supervisor or manager, or a college investigator, which the employer believes may lead to discipline against the employee, or whenever the employee is called to a meeting where discipline is to be imposed on the employee, they shall be notified of their right to request the presence of a union representative, and, upon such request, the union representative shall have the right to accompany the employee to any such meeting. At an investigatory interview, a college is free to insist on only being interested in hearing the employee's own account of the matter under investigation and remains in command of the time, place, and manner of the interview, with no duty to bargain with any union representative who attends the interview. In the event an employee is required to provide written statements which may lead to discipline against the employee, the

employee shall be notified of their right to consult with a union representative before providing the written statement.

6. Absent extenuating circumstances which prevent the Colleges from providing timely notice, the union shall be provided 24 hours advance notice of any such interview, including reasonable notice of the nature of the allegations of misconduct. The union representative may advise the employee and raise objections to the extent necessary to protect the employee's rights.

## ARTICLE 15

### LIMITED STATUS EMPLOYEE

1. A limited status employee, as defined in Article 1, Section 16, shall serve the same probationary period as other employees. However, if the limited status employee is later hired into a position within the same personnel classification on a regular employee basis, they shall not serve a new probationary period. If they are later hired into a position within a different personnel classification from that held as a limited status employee, they shall serve a new probationary period of three months.
2. It is understood that a limited status employee is hired solely as a replacement for a bargaining unit member on an approved leave, and, as such, has no expectancy of continued employment past the stated period of appointment. Termination at the end of the limited status period of appointment shall not be grievable. Termination of a limited status employee after the probationary period but prior to the expiration of the stated period of appointment shall be grievable and is subject to the just cause provisions of Article 14, except as provided in Section 3 below.
3. A limited status employee may be terminated with two weeks' notice if that person is replacing an employee on a disability leave who returns to work. In such cases, the termination is not grievable.
4. Limited status employees do not accumulate seniority while serving on a limited status appointment and have no layoff rights under Article 20.
5. Limited status employees do not receive any fringe benefits under this Agreement except for the following: Bereavement Leave (Article 46), Military Leave (Article 47), Jury Duty Leave (Article 48), Use of College Facilities (Article 52), Emergency Services Leave (Article 55), Uniforms and Gear (Article 57), Blood Donations Leave (Article 58), Meals, Parking, Books and Supplies (Article 59), Sick Leave (Article 44), and Holidays

(Article 51). A limited status employee shall have the right, however, to purchase at their own cost any of the insurance programs listed in Article 33 at prevailing group rates. It is further provided that if the limited status employee serves for more than one year, they shall be fully eligible for all benefits as are other unit members. A limited status employee shall accumulate vacation time during their first year but may only take such accumulated time if they begin serving a second year. There will be no payment for accumulated vacation time if the limited status employee only serves one year.

## ARTICLE 16

### JOB DUTY INSTRUCTIONS

If any employee believes they have been given conflicting job duty instructions or different instructions from more than one of their supervisors, the employee shall explain the conflict to the supervisor who most recently gave instructions to them and shall proceed with the most recent instruction received.

## ARTICLE 17

### JOB POSTING

1. Dated notices of staff bargaining unit position openings will be posted on existing bulletin boards at each College and the VSC website but the Colleges shall wait seven (7) calendar days before advertising such positions outside the Vermont State Colleges. The Colleges shall send by email copies of all position openings, including, non-unit position openings, to the relevant Federation campus chair. Hiring shall not take place until after the closing date if the posting indicates a specific closing date.
2. Dated notices of staff bargaining unit position openings will be posted on existing bulletin boards at each College seven (7) calendar days before advertising such positions outside the Vermont State Colleges. The Colleges shall also post non-unit position openings on existing bulletin boards at each College. Hiring shall not take place until after the closing date if the posting indicates a specific closing date.
3. Applicants for the position must meet education and experiential requirements. In addition, consideration will be given to past performance and adaptability. It is further provided that, for unit position openings on an employee's campus, an employee who applies for such opening and has the minimum educational and experiential requirements

shall be guaranteed an interview for the open position.

4. No later than thirty (30) working days after an employee application is received, the employee will receive a written status update regarding their application. Each employee applicant shall also receive a written notice regarding final action taken.

## ARTICLE 18

### SENIORITY

1. Seniority shall be determined on the basis of continuous employment with the Colleges.
2. Transfer between Colleges or positions shall not affect seniority.
3. Seniority shall continue to accrue during paid leaves of absence.
4. Unpaid leaves of absence of less than one (1) year's duration shall not affect seniority but no seniority shall be accrued during such leaves.
5. An employee granted an unpaid leave of absence or continuing unpaid leaves of absence in excess of one (1) year's duration shall begin to accrue seniority anew upon their return to paid employment.
6. Part-time employees shall accrue seniority on the basis of a ratio determined by comparison of the average of their weekly hours to the average weekly hours of full-time employees at the College.
7. An employee shall have preference based on seniority to be transferred to any vacancy for their same job which may arise on another shift or day off schedule, provided that the employee's last two consecutive performance evaluations were at least satisfactory or met expectations.

## ARTICLE 19

### TRANSFER BETWEEN COLLEGES

1. Transferred employees shall retain seniority for purposes of this Agreement.
2. No employee shall be involuntarily transferred between Colleges or campuses.

## ARTICLE 20

### LAYOFF

1. Provided that fitness and ability are relatively equal, then layoffs or reduction in hours shall occur in the inverse order of seniority of the employees within the classification at the campus affected by such layoffs.
2. In the event of a lack of work situation, the employees of the affected classification of the affected College, and the Federation President, shall be notified in writing as soon as the lack of work situation is identified.
  - a) Notification shall activate this Article.
  - b) Specific cause for the lack of work situations shall be stated.
  - c) The number of positions to be laid off, or hours to be reduced, shall be listed.
3. The following shall be the sole procedure for layoff or reduction in hours:
  - a) The Federation shall be granted fifteen (15) working days from receipt of notification of a lack of work situation to propose alternative actions, in writing, to the College President.
  - b) Immediately following the receipt of such written proposals, the College President shall have five (5) working days to respond to such alternative proposals.
  - c) Nothing herein shall preclude informal meetings between the parties to discuss alternatives to layoffs or reduction in hours.
  - d) The College's refusal to accept suggestions made under (b) or (c) above, with respect to alternatives to layoff, shall not be subject to the grievance and arbitration provisions of this Agreement.
  - e) Written notice of layoff or reduction in hours shall be sent to affected employees no later than forty (40) calendar days prior to such layoff or reduction in hours. The 40-day time requirement stated herein shall begin to run upon notification to the employees under Section 2 above.
4. An employee who is laid off shall be paid all earned benefits to which otherwise entitled in a lump sum payment upon the effective date of layoff.

5. An employee who is laid off on or after July 1, 1994, pursuant to this Article, shall continue to have the same group medical, disability insurance, dental insurance and group medical/hospitalization insurance, including any applicable premium co-payment, for the two months following the month in which the employee was separated, provided the employee retains recall rights under this contract.
6. An employee who is laid off shall continue to retain all the rights and benefits under Article 41, Tuition Waivers, for the length of any recall period under this Agreement.
7. If at the time of notification of layoff an employee is within two years of meeting the eligibility requirements of Article 35 (Retirement and Continuing Benefits) Section 3 or 6, the employee will be deemed to have met the eligibility requirements of the appropriate sections.
8. Any employee who has at least 10 years of bargaining unit service and who is laid off will receive a severance payment equal to one week's base salary for every full year of service.

## ARTICLE 21

### RECALL

1. An employee who has been officially notified of their impending layoff or reduction in hours shall, beginning forty (40) days prior to the effective date of layoff and continuing for two (2) years from the effective date of layoff, retain recall rights to any new or vacant classified position to be filled by the College at which they were laid off, provided such position is at the same or lower pay range as the position from which the employee was laid off and the employee meets the minimum qualifications for the position and possesses the required knowledge, skills and abilities.
2. For an additional year beyond that specified in Section 1 above, an employee who is on layoff status or whose hours have been reduced shall be notified of any new or vacant position to be filled by the College at which they were laid off, provided such position is at the same or lower pay range as the position from which the employee was laid off.
3. The College shall notify the employee of such new or vacant positions as specified in Sections 1 and 2 above, provided, however, that it is the responsibility of the employee to keep the College advised of their current address.
4. Recall offers shall be made to the most senior employee on recall status who meets the

minimum qualifications and has the required knowledge, skills, and abilities for the position being offered. The employee shall have five (5) calendar days in which to advise the College whether the employee will accept the position. If declined the position shall be offered to the next most senior person on the recall list.

5. An employee recalled in accordance with this Article shall be paid the rate of pay being received at the time of layoff or reduction in hours, plus any general wage increases which would have been received had the layoff or reduction in hours not occurred and/or any increases related to an adjustment to the pay range or compensation plan.
6. An employee who is recalled shall earn all benefits at the rate they earned such benefits upon layoff or reduction in hours, plus any adjustments which they would have earned if continuously employed.
7. An employee who is laid off or reduced in hours and later recalled in accordance with this Article shall renew their employment relationship with the College at the same level of seniority they had at the time of layoff from which point seniority shall again begin to accrue.
8. An employee recalled under the terms of this Article shall have their full sick leave accrual reinstated upon recall.
9. Once an employee has been recalled into a new or vacant position, the employee shall have no further recall rights absent a subsequent layoff or a resignation under the paragraph 10.
10. An employee who accepts recall into a classification other than that from which they were laid off or reduced in hours and who is unable to perform the duties of the new position shall be entitled to resign from such position within ninety (90) days of accepting the position and shall retain all remaining rights as detailed in this Article.
11. The Colleges shall send copies of all recall notices to the Federation President.

## ARTICLE 22

### WORKLOAD

A College may significantly alter an employee's workload only after first giving the Federation notice and an opportunity to bargain. "Significantly alter an employee's workload" does not

include situations where an employee has been reclassified under Article 29 of this Agreement. For the purpose of this article, “significantly alter an employee’s workload” shall be defined to include any assignment or accretion of new, additional or more complex responsibilities that are ongoing and result in a demonstrable significant increase in workload or pace of work, or otherwise significantly change the nature of the employee’s position.

## ARTICLE 23

### HOURS OF WORK AND OVERTIME

1. The normal workweek shall be thirty-seven and one-half (37 1/2 hours) per week. Each employee shall be entitled to an unpaid lunch period of at least thirty (30) minutes each day which shall be duty free, except for emergency situations.
2. Each College shall determine the work schedules for its employees. Once work schedules are set for the semester, the College will not change such schedules for the purpose of avoiding overtime. Nothing in this Article shall prohibit an individual employee and their supervisor from establishing a flexible work schedule in place of the standard workweek. It is further provided that once a flexible schedule has been approved, any changes in that schedule may only be made with the supervisor's approval. However, the denial of a flexible schedule, the alteration of such a schedule or the refusal to alter such a schedule by a supervisor shall not be subject to the grievance and arbitration provisions of this Agreement.
3. Two full-time employees may request to share one full-time position or one full-time employee may seek authorization to work less than full-time. Such requests shall be made to the Dean of Administration who retains the sole discretion to decide whether or not to approve such requests. If the request is granted, each employee will be responsible for completing their weekly time sheets. Eligibility for leaves and other benefits will be determined in accordance with the provisions of this Agreement and based on the actual hours worked by the two employees. If the request is denied, the matter shall not be grievable.
4. Overtime shall be paid for all hours worked in excess of thirty-seven and one-half (37 1/2) hours per week at the rate of one and one-half (1 1/2) times the employee's regular hourly rate. For purposes of this provision, sick leave will not count as time worked. All overtime work must be specifically approved by the supervisor.
5. No employee shall be required to accept compensatory time in lieu of pay for overtime



worked. However, an employee may elect to take compensatory time off in lieu of payment subject to the following conditions:

- a) The decision by an employee to accept compensatory time in lieu of payment for overtime worked may not be rescinded.
  - (1) Compensatory time will be given at a rate of one and one-half (1 1/2) hours for each hour of overtime worked.
  - (2) Compensatory time may be accumulated by the employee up to a maximum of 75 hours of compensatory time. Any employee who has accrued 75 hours of compensatory time off shall, for additional overtime hours of work, be paid overtime compensation.
  - (3) The scheduling of compensatory time off shall be arranged between the employee and the supervisor with the supervisor retaining final approval. However, the supervisor's decision may be appealed to the Dean of Administration.
6. All overtime payments earned shall be paid in the pay period following the period in which overtime was earned.
7. In distributing planned overtime, each department or organizational unit of employees shall utilize a list of employees based upon seniority. As each name reaches the top of the list, that employee shall be offered overtime provided they have the requisite skills and ability to perform the work. After the offer of overtime is made, regardless of whether the employee actually works overtime, that employee's name shall then be moved to the bottom of the list. Employees shall receive at least five (5) work days' notice of planned overtime.

## ARTICLE 24

### ON-CALL AND CALL-IN

1. No employee shall be placed on on-call status. There shall be no lists posted linking employees to specific dates or hours beyond the normal workweek during which they should be available, except for planned overtime. However, if contacted by the College for necessary coverage, an employee must report to work provided they are physically able. If a College should decide that on-call coverage is necessary, the compensation for such on-call status will be negotiated between the Colleges and the Federation President.

2. Bargaining unit employees called in to work shall be paid for each hour of travel time or work entailed by the call-in.
3. Any employee called in shall receive a per mile compensation for each trip made to and from the employee's home at the rate specified in Article 31. If the call-in period overlaps with the start of the employee's regularly-scheduled shift, the employee shall be compensated for mileage to the College but not for the return journey. Reimbursement for travel mileage shall comply with all applicable VSC policies and procedures, including VSC Policy 424: Travel Policy.
4. The payment for all hours worked on call-in, including travel time, shall be at overtime rates and call-in pay shall be for a minimum of three (3) hours. The minimum of three (3) hours shall not apply if the call-in period is less than three (3) hours prior to the start of an employee's regularly scheduled shift. Employees who are asked to work beyond the end of their regularly-scheduled shift may be entitled to overtime (see Article 23), but not call-in pay.
5. The definition of travel time under this Article is understood to be the period of time from when an employee leaves their home until they get to work.

## ARTICLE 25

### OUTSIDE EMPLOYMENT

No employee may be prohibited from engaging in outside employment which does not interfere with the employee's normal duties and responsibilities. For the purposes of this Article, "outside employment refers to work performed by a member of the bargaining unit for an employer other than Vermont State Colleges or voluntary separately contracted non-Federation bargaining unit work within the Colleges but outside of the employee's job description. Such separately contracted work is not an entitlement but may be offered to employees from time to time in the College's discretion and on such terms as the College chooses.

## ARTICLE 26

### SUBCONTRACTING

There shall be no subcontracting which results in the layoff of bargaining unit positions. Nothing herein shall be construed to prevent use of subcontractors to perform bargaining unit work while good faith efforts to find a bargaining unit replacement are underway.

## ARTICLE 27

### MONETARY COMPENSATION

Monetary compensation is based on the fiscal year beginning July 1 and is normally paid in bi-weekly installments on alternate Thursdays. Employee pay shall be deposited electronically to a bank account of the employee's choice.

An employee's pay statement will indicate the number of overtime hours for which the employee received compensation for each pay period, as well as a breakdown of the number of sick days, vacation days and personal days the employee has, plus any compensatory time which has not yet been taken.

## ARTICLE 28

### WAGES

1. a) Effective July 1, 2022, each bargaining unit member will receive an increase of 3.5% to the Base Hourly Rate on the first payroll following ratification as well as a one-time lump sum Retention/Service payment of \$500 on the second payroll following ratification. The employee must have been employed by the Colleges on July 1, 2022, and still be in the unit at the time of payment to be eligible for the retroactive base increase (or as of the October 1 payroll for the Retention/Service payment in 2022).
  - b) Effective July 1, 2023, each bargaining unit member will receive an increase of 3.5% to the Base Hourly Rate; as well as a one-time lump sum Retention/Service payment of \$250 on the first payroll following October 1, 2023. The employee must have been employed by the Colleges on July 1, 2023, and still be in the unit at the time of payment to be eligible for the Retention/Service payment in 2023.
  - c) Nothing shall preclude the Colleges from awarding merit bonuses to selected employees over and above the annual increases, provided, however, that no such bonuses are required nor shall the award or failure to award a bonus be grievable. The Colleges shall inform the Federation Chair of any merit bonuses which may be awarded.
2. In the event of a general rescission by the Legislature and/or the Governor after the start of the fiscal year, the parties agree to negotiate the impact of any such rescission on wages and benefits upon receipt of the request of either party.
  3. The parties shall negotiate appropriate increases to the minimum and maximum pay

ranges for each of the years of this Agreement. Any maximum negotiated shall not preclude any unit member from receiving full increases to pay as provided under Article 28 and the Evaluations Article. Subject to the provisions of Article 30, all unit employees hired after July 1, 2013 will receive a starting Base Hourly Rate which corresponds to the minimum Base Hourly Rate contained in the most current UP/PAT and SUP salary range chart by grade.

4. Shift differential.

a) Shift differential rates shall be:

	Effective on the first payroll following ratification in 2022	Effective July 1, 2023
2 <sup>nd</sup> Shift	\$1.10	\$1.25
3 <sup>rd</sup> Shift	\$1.35	\$1.50
Weekend	\$1.10	\$1.25

Shift differential shall be calculated based on the actual hours worked during each pay period and shall not be embedded within an employee’s Base Hourly Rate. However, employees whose regular schedule, per Article 23(2), is to work a second, third, or weekend shift shall receive the applicable shift differential on all leave other than sick leave.

b) Employees shall receive a second shift differential for all hours worked if they work at least two hours of an assigned shift which contains at least two scheduled hours between 6:00 p.m. and midnight, and a third shift differential if between midnight and 6:00 am. Employees shall receive a weekend differential for working any assigned shift which commences after 6:00 p.m. on Friday evening and ends no later than midnight Sunday. Second and third shifts and weekend shifts shall be without duplication.

c) Shift differential will be added to the basic hourly rate before overtime pay is computed.

5. Minimum Base Hourly Rate – Effective upon ratification, no full- or part-time employee shall earn less than \$13.55 per hour. In order to bring those employees who otherwise would be making less than \$13.55 per hour in FY2023 up to that standard, the annual raise under this Article and the performance increase under Article 13 shall be applied first.

6. Beginning July 1, 2023, the minimum rates for Pay Grade 5 shall be \$14.00 per hour. The minimum of all Pay Grades beyond Pay Grade 5 shall be 3% higher than the minimum of the previous Pay Grade. The minimums and maximums are fixed without regard to annual increase.
7. With regard to wages, including both the above listed annual increases and the performance increases set forth in Article 13.8, if the Colleges provide more favorable terms to non-bargaining unit employees of the Colleges, the Colleges shall apply the more favorable terms to bargaining unit employees covered under this Agreement. The parties agree that for the academic years ending June 30, 2023 and June 30, 2024, the increases represent a 5% increase to the Base Hourly Rate which is the term which shall be utilized for this Article.
8. For electricians and plumbers whose job description requires a Master License and who currently hold an active and in-force master plumber or master electrician license from the State of Vermont:
  - a) For the fiscal years ending June 30, 2023 and June 30, 2024 only, a new electrician/plumber differential of \$2.50 per hour shall be applied to each hour worked effective with the first payroll following ratification.
  - b) This additional Base Hourly Rate does not extend to journeymen- or apprentice-level or other positions which do not require Master licenses.

## ARTICLE 29

### CLASSIFICATION SYSTEM

1. The present classification system shall remain in effect. However, if a College decides to change the current system and/or replace it with another, it shall meet and discuss the search process and any later implementation of such new system with the Federation. If a committee is formed to explore alternative classification systems, the Federation Chair shall be a voting member of any such committee charged in the search and implementation of a new classification system.
2. Recommendations for the reclassification of a position shall be based on the following:
  - a) demonstrated changes in duties, responsibilities and/or qualifications which result in a change in position point value as determined by the VSC Classification

System sufficient to justify a pay range change and/or

- b) evidence that a position at a VSC college encompasses the same duties and responsibilities and requires the same qualifications yet is classified differently at another college.
3. The procedures for position review and reclassification shall be as follows:
- a) Requests for review shall be submitted on a position reclassification form provided by the college business office and shall be completed by the incumbent employee and/or supervisor. The incumbent may request copies of a related position description from the college business office.
  - b) The position reclassification form and any related paperwork shall be submitted to the Office of the Dean of Administration or the human resources director, who will forward it to the Human Resources Designee in the Office of the Chancellor within five (5) working days of its receipt. A copy of the form will be sent to the Federation President. The Human Resources Designee shall respond to the reclassification request within thirty (30) working days of receipt unless a position audit is needed in which case the response shall be within 45 working days.
  - c) If the incumbent employee wishes to appeal the reclassification decision, such request shall be made within 20 working days. A copy of the appeal shall be sent to the Federation President. Upon notice of appeal request, the Human Resources Designee shall inform the reclassification panel and it shall take up the appeal at the next scheduled meeting.
4. The position reclassification panel shall consist of four persons from within the Vermont State Colleges selected by the Chancellor and four employees selected by the President of the Federation. Panel members shall normally serve from the date of their appointments to the expiration of this Agreement. However, the Chancellor and the President of the Federation may fill vacancies or replace their representatives to promote effective operation of the panel upon written notification to the other party. The reclassification panel shall meet as needed when there is an appeal requested for a reclassification decision.
5. Recommendations of the panel shall be forwarded to the Chancellor for final determination promptly after consideration. The Chancellor shall advise the panel, the affected college(s) and the Staff Federation of their decision within two (2) weeks after receiving the recommendations of the panel.

The decision shall not be subject to the grievance and arbitration provisions of this Agreement if the Chancellor agrees with the panel or breaks a tie vote of the panel. However, the decision shall be grievable if the Chancellor decides not to accept the recommendation of the panel. In such a case, the employee and/or the Federation may grieve this decision if they believe that the Chancellor's decision was arbitrary or capricious. The Chancellor shall provide a written explanation of their reasons for rejecting the recommendation of the panel.

6. Position reclassification requests for any one position at the same College will not be considered more than twice within twelve months.
7. If a position is classified to a higher level, the incumbent shall receive a salary increase to the minimum of the new pay grade retroactive to the initial date of local application submission. If the position is reclassified to a lower level, and the current salary of the incumbent is above the maximum of the lower position classification, the incumbent's salary shall be "red-circled" until such time as the salary range of the lower position classification may accommodate the employee's salary.
8. In cases where moving to the minimum of the new pay grade does not result in a salary increase of 3% per grade for the incumbent, the incumbent shall receive a total increase of 3% for each grade level increased.
9. If the position reclassification decision should result in a change in unit designation as determined by the Vermont State Colleges, the Federation President shall be notified in writing of the change and shall have fifteen working days upon receipt to ask the Chancellor for reconsideration of their decision. The Federation President may meet with the Chancellor to discuss the change in unit designation. This shall not be construed as a waiver or any limitation on the Federation's right to appeal any unit determination issue directly to the VLRB.
10. The promotion increase provisions of section 8 shall automatically sunset at the expiration of the Agreement and shall not continue into a successor contract unless the parties specifically agree to such a continuation. In the event this contract is extended by the Secretary of Administration as a result of a failure to reach agreement by the expiration of this contract, these provisions will not carry forward. The Colleges agree to provide information on the cost of promotions to the VSEA.
11. If an employee covered by this Agreement should voluntarily assume the duties and responsibilities of a higher rated position in a classification in a higher pay range or not

covered by the position they hold, then (a) that employee shall receive the rate of the higher classification, (b) either party may submit the position for possible reclassification as outlined in number 3 above; or (c) the Vermont State Colleges shall modify the duties and responsibilities of that employee to conform with the requirement of the position classification.

### ARTICLE 30

#### HIRING ABOVE MINIMUM

A college may hire new employees at up to 15% above minimum rates. However, the new employee's base hourly rate shall not be set at a starting rate greater than 95% of the base hourly rate of existing employees in the same job classification system-wide.

### ARTICLE 31

#### REIMBURSABLE EXPENSES

1. Employees, when on authorized College business, shall be reimbursed for necessary and reasonable expenses incurred for travel accommodations, parking, tolls, telephone calls, meals, and other incidentals upon presentation of documentation of such expenses to the College.
2. Mileage between an employee's place of residence and the normal work station shall not be reimbursable except as provided in Article 24.
3. For authorized motor vehicle mileage actually traveled in the performance of College duties, a College employee shall be reimbursed on a per mile rate at the same rate as the GSA rate for motor vehicle travel, unless the employee is traveling in a College- owned or leased vehicle.
4. The College will adhere to current practice regarding insuring College-owned motor vehicles and their occupants.



## ARTICLE 32

### SALARY ADVANCES

Upon written request, a bargaining unit member shall be entitled to one pay advance per fiscal year of up to \$500. Any such pay advance shall be repaid to the College through payroll deductions over eight (8) consecutive pay periods.

## ARTICLE 33

### GROUP INSURANCE PROGRAMS

1. During the life of this Agreement, the Vermont State Colleges will continue to pay 100% of the cost of accidental death and dismemberment insurance, and of group life insurance and long term disability insurances. All such benefit plans are subject to insurance carrier provisions and restrictions in effect as of November 2004. An employee who is on Long-term Disability shall remain on Long-Term Disability but shall remain an employee for no longer than one year after determination of eligibility.
2. The Vermont State Colleges shall offer a group dental and medical point of service managed care plan. Effective July 1, 2001, office visits under this plan shall be \$15 per visit, regardless of premium payment. The Colleges and the employee shall share the cost of the premium of such a plan in accordance with the following schedule:
  - a) For employees whose base annual salary is under \$15,000, the Colleges will pay the entire cost of the premium for a single, two-person or family plan.
  - b) For employees whose base annual salary is between \$15,000 and \$20,000, the Colleges will pay 98% of the cost of the premium and the employee shall pay 2%.
  - c) For employees whose base annual salary is between \$20,001 and \$25,000, the Colleges will pay 96% of the cost of the premium and the employee shall pay 4%.
  - d) For employees whose base annual salary is between \$25,001 and \$30,000, the Colleges will pay 94% of the cost of the premium and the employee shall pay 6%.
  - e) For employees whose base annual salary is between \$30,001 and \$35,000, the Colleges will pay 92% of the cost of the premium and the employee shall pay 8%.

- f) For employees whose base annual salary is between \$35,001 and \$40,000, the Colleges will pay 90% of the cost of the premium and the employee shall pay 10%.
  - g) For employees whose base annual salary is between \$40,001 and \$45,000, the Colleges will pay 88% of the cost of the premium and the employee shall pay 12%.
  - h) For employees whose base annual salary is between \$45,001 and \$50,000, the Colleges will pay 86% of the cost of the premium and the employee shall pay 14%.
  - i) For employees whose base annual salary is between \$50,001 and \$60,000, the Colleges will pay 84% of the cost of the premium and the employee shall pay 16%.
  - j) For employees whose base annual salary is between \$60,001 and \$70,000, the Colleges will pay 82% of the cost of the premium and the employee shall pay 18%.
  - k) For employees whose base annual salary is over \$70,000, the Colleges will pay 80% of the cost of the premium and the employee shall pay 20%.
3. Effective July 1, 2001, new employees must have a FTE of at least .8 to be eligible for health insurance. Such employee shall be covered by the insurance plans described above or in section 9 below upon the first day of employment. The Colleges will not engage in any new hiring on a part-time basis specifically to avoid paying for the benefits of health insurance coverage. The Colleges will not divide a full-time position into two or more part-time positions in order to avoid paying for the benefits of health insurance coverage. "To avoid paying for the benefits of health insurance coverage" shall not include circumstances where health care savings may be a factor, but not a significant factor, in the job structuring.
4. An employee may opt out of the health insurance plan in accordance with the VSC policy on opting out of health insurance. Employees opting out of both the group dental and medical plan shall receive \$1800 at the completion of any VSC fiscal or calendar year in which there is a waiver of enrollment in the VSC medical and dental plans. Employees opting out of the medical plan only will receive \$1400. The opt-out option can be exercised only once a year. The dollar amounts listed above shall remain in effect in accordance with VSC policy on opting out of health insurance.

5. All employees will participate in the same prescription plan of the Colleges' choice, provided, however, that the cost of generic drugs shall be \$10 per prescription and the cost of brand drugs shall be \$20 per prescription. When a generic drug is available and the employee elects a brand drug instead, they shall pay the \$20 plus the difference between the cost of the generic and the brand drug, subject to the further provisions of Appendix II. There shall be a prescription drug co-payment cap of \$500 yearly per employee account (the year shall run from July 1 to June 30).
6. If during the term of this Agreement the State of Vermont should enact universal health insurance coverage, the parties agree to reopen the contract to negotiate the impact of any such changes on employee compensation.
7. All unit members shall be eligible to receive services through the VSC Employee Assistance Program.
8. Beginning January 1, 2017, the Calendar Year Maximum under the dental plan shall be increased to \$1,000. For Class II basic dental restorative services, payment under the plan shall be increased to 80% after plan deductible. The Calendar Year Deductible for dental services shall be reduced to \$25 for an individual and \$75 for family plans.
9. Beginning January 1, 2017, all newly hired employees shall receive health care coverage through a High Deductible Health Reimbursement Account. Such Account shall be optional for employees hired prior to January 1, 2017. This High Deductible plan will be structured so that the Colleges will fund the first portion of the annual deductible through the HRA. The employee's portion of the deductible will not exceed, after the HRA contribution, \$500 per year for an individual or \$1000 per year for a family. If the Colleges provide more favorable terms in connection with health care coverage to non-bargaining unit employees of the Colleges, the Colleges shall apply the more favorable terms to bargaining unit employees covered under this Agreement.

#### ARTICLE 34

#### PENSION PROGRAMS

Effective July 1, 2001, all full-time employees with one or more years of service, and all part-time employees with more than ten (10) years of service, are eligible for membership in the Vermont State Colleges programs with TIAA (Teachers' Insurance and Annuity Association). Vermont State Colleges shall contribute 12% of the employee's salary each year to TIAA. Beginning July 1, 2016, the Colleges' contribution towards TIAA for all new hires shall be 10%

on income up to \$40,000 and 8% for any income above \$40,000. Income includes any additional payments for shift differential. Beginning July 1, 2017, the Colleges' contribution towards TIAA for all bargaining unit members shall be 10% on income up to \$40,000 and 8% for any income above \$40,000. Income includes any additional payments for shift differential. If the Colleges provide more favorable terms in connection with TIAA contributions to non-bargaining unit employees of the Colleges, the Colleges shall apply the more favorable terms to bargaining unit employees covered under this Agreement.

## ARTICLE 35

### RETIREMENT AND CONTINUED BENEFITS

1. Employees shall notify supervisors of their intent to retire in writing no later than forty-five (45) days in advance and should contact the Human Resources Office to review retirement benefits. The College President may, in their discretion, waive the above forty-five (45) day advance notice requirement. Such notices of retirement may not be rescinded by the employee once issued except as may be allowed at the discretion of the President for extraordinary circumstances. Such decisions by the President shall not be grievable.
2. Employees hired on or after July 1, 2008 shall be eligible for retirement at the age of sixty-five (65) or thereafter, with at least ten (10) years of full-time continuous VSC service. Upon retirement, an employee shall receive medical and dental insurance benefits subject to the conditions outlined in paragraphs 4 and 5 of this article. The employee shall receive medical and dental insurance for the rest of their life and for the rest of the life of their spouse at the time of retirement, or until such time as they are no longer a spouse, and for their family for one (1) year. An employee who leaves VSC service and subsequently returns to VSC service shall be credited with 50% of the prior service toward retirement.
3. Employees hired prior to July 1, 2008 are eligible for the retirement benefits described below in accordance with the following benchmarks of age and years of service. Upon retirement, an employee shall receive medical and dental insurance benefits subject to the conditions outlined in paragraphs 4 and 5 of this article.
  - a) Any employee who retires at age 58 or above, with at least ten (10) years of full-time continuous service or at age 65 or above with at least five (5) years of full-time continuous service will receive medical and dental insurance for the rest of their life and for their spouse and family for one (1) year.

- b) Any employee who retires at age 55 or above, with at least twenty (20) years of full-time continuous service, or at age 58 or above, with at least fifteen (15) years of full-time continuous service or at age 62 or above with at least ten (10) years of full-time continuous service will receive medical and dental insurance for the rest of their life and the life of their spouse of an employee at the time of retirement or until such time as they are no longer a spouse, and for their family for one (1) year.
  - c) For the purposes of sections a. and b. above, an employee who leaves VSC service and subsequently returns to VSC service shall be credited with 50% of the prior service toward retirement.
4. Once retired, an employee will be covered by and subject to whatever medical insurance programs and policies are in effect for non-retirees, except, however, a retiree will not be obligated to contribute to the health insurance premiums should such contribution become required under the terms of any collective bargaining agreement.

However, employees who are hired on or after July 1, 2000, and who retire before the age of 65 will be covered by and subject to whatever medical and dental insurance programs and policies are in effect for non-retirees, including payment for whatever internal co-payments and contributions to premiums that may be required for non-retirees up to the age of 65, at which time the Medicare “carve- out” program shall be offered to retirees at no cost. It is provided, however, that whatever percentage of premium contribution rate an employee is paying at the point of retirement such percentage shall not be increased. To the extent premium contributions are scaled based on an employee’s salary, the premium contributions for such retirees shall be based on the individual’s last base annual salary as an active employee. Any employee who is retired will receive prescription drug coverage as provided for under the collective bargaining agreement in effect between the VSC Staff Federation and the Vermont State Colleges.

5. Notwithstanding the above, the VSC shall not be obligated to provide medical and dental insurance coverage for a spouse or family as long as the spouse or family is covered by medical and dental insurance that is comparable to the level of coverage that they would otherwise receive under the VSC plan or program.

If the spouse or family no longer maintains coverage under an insurance plan or program, or loses their insurance, the spouse or family would then be able to receive such medical and dental insurance as currently exists under the terms of this contract Article.

In the case of any dispute regarding “comparability” and/or coverage eligibility, the parties agree to submit the dispute to grievance mediation with a mutually-agreed neutral person. Any costs will be shared by the parties. Such decision shall not be binding upon either party, and, if no resolution is reached through this process, either party may proceed to the VLRB for resolution.

6. Further, part-time unit employees hired prior to July 1, 2008 who retire at age 60 or above with the equivalency of ten (10) years of full-time service shall be eligible to purchase the VSC medical and dental insurance at group rates until they are eligible for Medicare.
7. Retirees and their covered spouses who attain the age of 65 shall convert from the VSC medical coverage then in effect to the Medicare “carve-out” program.
8. A retiree may add a new spouse to their medical and dental plan after retirement at full cost to the retiree.
9. The VSC shall pay for \$10,000 life insurance for all retirees.
10. In the event of the death of an employee, the VSC shall continue to pay medical and dental insurance for their immediate family for a period of one (1) year, and their beneficiaries shall receive payment for any accumulated vacation leave.
11. In the event of permanent disability of an employee as defined in the long term disability plan or social security disability, the VSC shall continue to pay the benefits listed in this Agreement.
12. If an employee otherwise eligible for retirement benefits dies or becomes disabled, their spouse shall receive medical and dental insurance benefits subject to the conditions outlined in paragraphs 4 and 5 of this article, for the rest of their life if no other employer-provided coverage is available.
13. Notwithstanding any other provisions of this Agreement, any employee who begins employment on or after October 1, 2012 will not be eligible for any of the retirement medical or dental benefits of this Article.
14. In no case shall the provisions of this Article affect the rights of those employees who have already qualified for retirement benefits under the provisions of retirement articles in previous contracts.

15. Any active employee who otherwise would be eligible for medical and dental benefits as a retiree under this Article may elect to permanently opt out of such post-retirement medical and dental benefits at any time in exchange for a 3% salary increase.

#### ARTICLE 36

##### VOLUNTEER SERVICE LEAVE

The President, in their discretion, may approve an employee's request for paid volunteer service leave of up to one week (37.5 hours) per fiscal year to perform volunteer service that is consistent with the mission of the college. The President's decision shall be in writing and shall be provided to the employee and the Federation within ten (10) business days of receipt of the request. The President's decision shall be final and may not be grieved.

#### ARTICLE 37

##### RELEASE TIME

The Colleges agree that employees covered by this Agreement shall be granted release time during working hours to attend any college sponsored meetings or events which involve a review or discussion of employee benefits or compensation. The release time for these functions shall be arranged with the employees' immediate supervisor. Employees covered by the Agreement may attend other college sponsored meetings or events if approved in writing by their supervisor in advance of the meeting or event. Denial by the supervisor of any release time under this article is not grievable.

#### ARTICLE 38

##### UNEMPLOYMENT INSURANCE

All employees will be covered by unemployment insurance as required by State and Federal law.

## ARTICLE 39

### BONDING

If an employee must be bonded as a requirement of employment then the Colleges shall bear the cost of such bonding.

## ARTICLE 40

### VERMONT STATE EMPLOYEES CREDIT UNION

Employees will be eligible for membership in the Vermont State Employees Credit Union, subject to the rules and regulations of said Credit Union. Deductions for the Credit Union shall be sent within three (3) days from when the paycheck is issued.

## ARTICLE 41

### TUITION WAIVERS

Upon the date of hire, full-time employees, and their immediate families, including legal wards, may enroll without payment of tuition in any course or program, including graduate and summer, at any member College. Immediate family shall include spouse and dependent children, including legal wards, whether married or unmarried. Full-time bargaining unit employees shall pay associated fees not to exceed \$25 per course or \$100 in aggregate per semester. "Fee" means costs that apply to all student generally such as costs charged to students for registration, orientation, student activities, or facilities. "Fees" do not include course-specific costs for such items as books, equipment, tools, uniforms, travel, lodging, and lab expenses.

Part-time employees who work 20 hours or more per week and their immediate families may also enroll in any course or program, including graduate and summer, at any member College with a pro-rated tuition waiver. Tuition will be waived in direct proportion to the part-time employee's percentage of employment. For example, a .6 employee shall receive a 60% tuition waiver and pay 40% of the College's tuition costs. For part-time employees who do not work a regular schedule, the amount of pro-rated tuition shall be calculated based on an average of hours actually worked per week during the Fall or Spring semester preceding the tuition waiver request. Courses may be taken during working hours only with permission of the President and such time shall not be counted as fulfilling part of the workweek for overtime purposes.



In the event the employee dies or is permanently disabled, the child or children enrolled at the time of death or disability will be guaranteed the continuation of free or pro-rate tuition, as the case may be, until the completion of the degree. Further, in the event an employee on active service who has completed at least five (5) years of service with a member College should die or be permanently disabled, or should retire, any child or children will be guaranteed free or pro-rated tuition, as the case may be, until the completion of their undergraduate degree subject to the tuition remission agreement between UVM and VSC. Free or pro-rated tuition, as the case may be, will be continued for one (1) year if the employee does on a leave of absence or in the case of an employee laid off, during any recall period.

#### ARTICLE 42

#### LEAVES OF ABSENCE

Upon written request, the President may grant an unpaid leave of absence to an employee. Such permission shall not be unreasonably withheld. The terms of the leave shall be at the discretion of the President; however, the employee shall not receive salary or fringe benefits, except group insurance (medical and life), and tuition waivers. These benefits are to be administered in accordance with Articles 33 and 41 respectively.

#### ARTICLE 43

#### RETURN STATUS

An employee who is granted a leave under the provisions of this Article shall be entitled to compensation based on any negotiated wage and fringe benefit increases which took effect during the leave period. During any leave of absence, group insurance premiums shall continue to be paid by VSC for one (1) year; such coverage may be extended at the discretion of the President. Employees taking a leave of absence not in excess of one (1) year shall retain their seniority status in accordance with the provisions of the Agreement.

#### ARTICLE 44

#### SICK LEAVE

1. All employees are entitled to sick leave.

2. Employees shall be credited with sick leave to a maximum of 1,125 hours (one hundred and fifty (150) days). Those employees who, prior to June 11, 1980, had accumulated more than 1,125 hours of sick leave shall not have that number increased; nor shall the number be reduced except by use. However, if an employee in this category uses sick leave such that their accumulation falls to 1,125 hours or less then the employee shall not be permitted to exceed the maximum accumulation of 1,125 hours of sick leave as stated herein.
3. With the approval of the Dean of Administration, staff may transfer a number of their sick days for use by a staff member who is incapacitated due to extended illness or accident, or a staff member who must be absent from work to care for a member of their immediate family who is incapacitated due to extended illness or accident, and who has exhausted their sick leave. The Dean's decision is not grievable. Such donation of sick leave shall not be treated as personal use of leave and shall not affect personal leave accrual by the employee making the donation.
4. Sick leave schedule:

<u>SERVICE REQUIREMENT</u>	<u>SICK LEAVE DAYS</u>
Less than one (1) year	7.5 hours (i.e., one (1) day) for each month of service.
One (1) year, but less than five (5) years	90 hours (i.e., twelve (12) days) per year upon anniversary date of hire accrued by pay period
Five (5) years, but less than ten (10) years	112.5 hours (i.e., fifteen (15) days) per year upon ten (10) years anniversary date of hire
Ten (10) years or more	Eighteen (18) days per year upon anniversary of hire accrued monthly

5. A part-time employee serving twenty (20) hours or more per week shall earn sick days on a pro rata basis.
6. Sick leave may be used by the employee to obtain medical or dental care for the employee, to care for the employee's immediate family member in the case of serious illness or accident, or for any other reason permitted under the federal Family Medical Leave Act, the Vermont Parental and Family Leave Act or Vermont's Earned Sick Time law. Immediate family for purposes of this Article shall be defined as spouse, parents, children or non-tenants domiciled in the household.

7. Notice of illness or accident shall be given as soon as possible to the employee's immediate supervisor. A doctor's certificate may be required for any sick leave in excess of four (4) days or whenever an employee who has been found to have abused sick leave in the past takes sick leave. If sick days have been exhausted, vacation days may be used at the employee's option.
8. To the extent provided under Vermont state law, as amended, employees shall additionally be entitled to use earned sick leave for the following purposes:
  - a. If the employee is arranging for social or legal services or obtaining medical care or counseling for the employee or for the employee's parent, grandparent, spouse, child, sibling, parent-in-law, grandchild, or foster child who is a victim of domestic violence, sexual assault, or stalking or who is relocating as the result of domestic violence, sexual assault, or stalking; or
  - b. The employee cares for a parent, grandparent, spouse, child, sibling, parent-in-law, grandchild, or foster child, because the school or business where the individual is normally located during the employee's workday is close for public health or safety reasons.

## ARTICLE 45

### PERSONAL LEAVE

1. Each employee is entitled to four (4) personal days, totaling 30 hours per year, to be earned at the rate of one (1) day or 7.5 hours every three months commencing July 1.
2. Personal leave days shall not be compensable in cash, nor convertible to other forms of leave, nor shall they be cumulative beyond July 1, except as described in Paragraph 5 below.
3. Personal leave shall be granted at the time requested provided the employee gives the supervisor at least 48 hours' notice. Personal leave may be granted at the time requested if the employee provides less than 48 hours' notice for an emergency.
4. Effective July 1, 2021, no more than one personal day (7.5 hours) may be taken per pay period without the approval of the employee's supervisor.
5. Effective July 1, 2021, an employee may carry a personal leave balance of up to 37.5 hours (five days) at any one time for personal days earned subsequent to July 1, 2021.

## ARTICLE 46

### BEREAVEMENT LEAVE

An employee shall be granted up to five (5) working days of paid bereavement leave including the day of the funeral when the death occurs in the immediate family. Immediate family shall be defined as including the employee's spouse, children, stepchildren, parents, siblings, grandparents, grandchildren, parents-in-law, children-in-law, siblings-in-law, stepparents, or non-tenants domiciled in the household.

## ARTICLE 47

### MILITARY LEAVE

Employees will be granted military leave without pay upon assignment to extended active duty with the United States Military. Military leave may continue throughout the period of active duty. Should a regular employee need only a temporary leave of absence, as required by the military unit, such leave may be granted with pay by the President for not more than fifteen (15) working days in any twelve (12) month period for the purposes of reserve training or active duty and military pay shall be retained by the employee. Such temporary leave will not be counted against vacation time. The Colleges shall not be obligated to pay insurance premiums for any employee on active military duty status; however, family members will have the option to remain on the Colleges' health insurance at the same premium contribution rates for active employees. Arrangements will be made for payment of premiums with the business office at the College.

## ARTICLE 48

### JURY DUTY LEAVE

A leave of absence shall be granted to any employee who is required to be absent due to jury duty. The Colleges will pay the employee their regular rate of pay for working hours lost to jury duty provided that the employee provides documentation that they were not paid by the court for such service.

ARTICLE 49

PARENTAL LEAVE

1. A leave of absence shall be granted to employees for an absence related to pregnancy, childbirth, adoption, or placement of a foster child. Such leave may not exceed one (1) year. During such leave period, group insurance payments shall be continued, with the employee contributing the employee's share of the premium. Such leave shall be unpaid, subject to section 2 below.
2. During the initial three (3) months of a request for leave under this article, at the employee's option, the employee may use any accrued paid leave.
3. Any such leave shall be administered in accordance with the Colleges' policies and procedures and all applicable federal and state law.

ARTICLE 50

VACATION

1. All employees are eligible for paid vacations in accordance with the following schedule:

<u>SERVICE REQUIREMENT</u>	<u>VACATION ENTITLEMENT</u>
Less than one (1) year	One (1) day of each month of active service
One (1) year, but less than five (5) years	Twelve (12) days per year upon anniversary date of hire accrued monthly
Five (5) years, but less than ten (10) years	Fifteen (15) days per year upon anniversary date of hire accrued monthly
Ten (10) years, but less than fifteen (15) years	Eighteen (18) days per year upon anniversary of hire accrued monthly
Fifteen (15) years, but less than twenty-five (25) years	Twenty-one (21) days per year upon anniversary of hire accrued monthly
Twenty-five (25) years or more	Twenty-four (24) days per year upon anniversary date of hire accrued monthly

2. Full-time employees shall be paid 7.5 hours (i.e., one (1) day) of pay at their hourly wage per vacation day taken. Part-time employees shall be paid pro-rated pay at their hourly wage per vacation day taken.
3. Vacations shall be established by the College, taking into consideration the desires of the individual employees where practicable and in case of conflict, the more senior employee shall receive preference and the College shall give reasonable notice to employees with regard to the time vacations will take place.
4. During an employee's probationary period, vacation is earned, but may not be taken.
5. Prior permission of the employee's supervisor is required before any vacation is taken. Such permission shall not be unreasonably withheld.
6. Effective July 1, 2004, accumulations shall not exceed the employee's annual earned days. Accumulations in excess of this amount at the end of any June of each year shall be lost to the employee unless that employee had been denied use of that leave by the College during the year.
7. Employees may not be paid for vacation instead of taking vacation time. However, employees who leave College service for any reason will be paid for accumulated vacation up to the date of separation. Such payments shall be in a lump sum at the time of separation, or, upon the employee's written request, spread out in equal installments across up to four (4) payrolls.

ARTICLE 51

HOLIDAYS

1. All full-time employees shall receive 7.5 hours of pay at their hourly wage for fourteen (14) paid holidays per year, i.e., 105 hours per fiscal year. Part-time employees shall receive pro-rated pay based on the number of hours per week that they regularly work. The Colleges have identified the following eight (8) common holidays.

New Year's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve
Labor Day	Christmas Day

In addition, each College has six (6) floating paid holidays each year.

Indigenous People's Day	Veterans Day
Town Meeting Day	Martin Luther King Day
President's Day	Bennington Battle Day

Employees with written contracts of less than twelve (12) months duration will not be entitled to pay for holidays falling within the time period not covered by the contract.

2. Employees required to work on any of the holidays shall be paid for all hours worked at one and one-half (1 1/2) times their hourly wage or shall receive compensatory time at one and one-half (1 1/2) times the hours worked. The President of the College or their designee has the sole discretion to determine whether an employee will work a holiday. Such discretion shall be exercised in a non-discriminatory fashion. Any employee who works a holiday but separates from employment prior to being given time off in exchange for working that holiday shall be paid for time worked pursuant to this Article.
3. To be eligible for holiday pay under Section 1 or premium pay under Section 2, the employee must work or be on approved paid leave for their scheduled shift before and/or their scheduled shift subsequent to the holiday or produce a doctor's certificate that they were unable to work such shift.

## ARTICLE 52

### COLLEGE FACILITIES

Employees, retirees, their spouses, and dependent children shall be entitled to the use of libraries and recreational facilities at no charge provided there is no interference with the educational mission of the Colleges, and that such facilities are utilized on non-working time and in accordance with the rules, regulations and schedules established by the College for such facilities.

## ARTICLE 53

### HEALTH AND SAFETY

1. Once monthly, or in the event of an emergency, the Colleges shall make such health and safety records, as are required by law, available for examination. The Colleges shall give reasonable notice, conspicuously posted, of when such records shall be available.

2. A Health and Safety Committee shall be established at each College. Each Committee shall consist of a minimum of three (3) employees appointed by the Federation and a minimum of two (2) individuals appointed by the President.
3. The Health and Safety Committee shall review health and safety conditions and procedures of the College and make recommendations for improvement to the President. Topics for review shall include, but not be limited to, health and safety workshops, establishment of clinics and fitness classes for employees, fire drills, disposal and storage of dangerous substances, and the use of toxic substances.

#### ARTICLE 54

#### PHYSICAL WORKING CONDITIONS

1. Any employee shall have the right to submit suggestions regarding physical working conditions to their supervisor or to raise any concerns regarding health or safety issues with their supervisor, and shall be entitled to a response within a reasonable period of time. Such concerns may also be submitted to the Health and Safety Committee.
2. A College may significantly alter an employee's physical working conditions only after first giving the Federation notice and an opportunity to bargain.

#### ARTICLE 55

#### EMERGENCY SERVICES

A College may grant time off to an employee to respond to emergency fire calls, if they are a member of a volunteer fire department; or to Emergency Medical Technicians, to respond to medical service or rescue calls made to units to which they are assigned. Permission for employees to perform these functions shall not be unreasonably withheld.

#### ARTICLE 56

#### TOOLS AND REPLACEMENTS

1. The Colleges shall provide all hand tools and other equipment which the Colleges deem necessary for each employee to perform their duties, unless the employee has customarily



provided tools and/or equipment, in which case they shall continue to do so. The Colleges will conduct an initial inventory of the employee's personal tools to determine which are necessary. Failure of the employee to submit to the required inventory releases the Colleges from all liability for loss of such tools and/or equipment through fire or theft.

2. The maximum reimbursable dollar value of personal tools stored on College premises shall be \$1,500 per employee. This amount may be increased with the specific written approval of the supervisor.
3. In the event an employee's personal tools are lost or destroyed by theft or fire, or are otherwise damaged, while on College premises with College approval, then the Colleges shall reimburse the employee for such loss, provided it was not due to employee negligence.
4. Supervisors shall inform all employees of the personal tools which the Colleges require the employee to provide for performance of their duties.
5. In the event an employee suffers a loss pursuant to Section 3 of this Article, the Colleges shall continue to provide them with work until replacement of or reimbursement for tools takes place.

## ARTICLE 57

### UNIFORMS AND GEAR

1. The Vermont State Colleges shall provide uniforms as necessary at its expense for each member of the bargaining unit who performs custodial, maintenance of security duties, and shall provide foul weather and winter gear as necessary. In the case of custodial maintenance employees this shall mean a sufficient number of uniforms to allow for one clean set for each day of the regular work week. In the case of security officers, this shall mean three winter shirts and pants, three summer shirts and pants, a full-length raincoat, a windbreaker-type jacket and a winter coat (or, at the College's option, a single coat with removable liner). Such security officers' uniforms shall be replaced as determined by the College but in no event more than once in a fiscal year. In addition, the College shall reimburse the purchase price of up to \$200 for one pair of safety boots per fiscal year.
2. The Colleges shall provide goggles, respirators, and ear protectors where necessary and other safety equipment required by OSHA to perform a job. All physical plant employees in the position categories of custodian, housekeeper, maintenance, however titled, shall

be reimbursed for the purchase of safety shoes up to a maximum of \$200 per fiscal year. In all cases of reimbursements, the College may require physical evidence in the form of a sales slip for the item purchased.

3. The Colleges shall have the right to require the employees to use all such safety equipment when deemed necessary by the supervisor.
4. When employees are required to work in the clean-up or repair of septic system overflows or handle open containers of toxic chemicals, appropriate waterproof boots and gloves shall be provided.

#### ARTICLE 58

#### BLOOD DONATIONS

A College shall grant release time to an employee for the purpose of donating their blood at any American Red Cross sponsored blood drive on campus. The supervisor shall schedule when the employees shall be allowed to go for such donations.

#### ARTICLE 59

#### MEALS, PARKING, BOOKS AND SUPPLIES

1. All employees shall be entitled to eat meals in accordance with past practice at the College's facilities.
2. All employees shall be entitled to a ten percent (10%) discount on items purchased at College bookstores.
3. One parking permit shall be granted each employee without charge.

#### ARTICLE 60

#### AUTOMOTIVE MAINTENANCE

The present policies regarding use of automotive maintenance facilities shall continue in effect.

#### ARTICLE 61

## COFFEE BREAKS

Employees working full-time shall be entitled to two (2) fifteen (15) minute coffee breaks per day; part-time employees shall be entitled to one (1) fifteen (15) minute coffee break for each half (1/2) day.

## ARTICLE 62

### EMERGENCY CLOSING

An employee shall receive their regular pay on any day in which the College fails to open because of emergencies. If the College closes early and the employee is allowed to go home, they shall receive their regular pay for the remainder of that day. If the College requires an employee to work on a day in which the College does not open or closes early, employees will be paid at one and one-half (1 1/2) their hourly rate for each hour worked after closing. If the College cancels classes due to an emergency situation, the College is considered closed.

## ARTICLE 63

### SEVERABILITY

In the event any of the terms or provisions of this Agreement shall be or become invalid or unenforceable by reason of any Federal or State law, directive, order, rule or regulation now existing or hereafter enacted or issued, or any decision of a court of last resort, such invalidity or unenforceability shall not affect or impair any other terms or provisions hereof. Any provision which is declared illegal, void or invalid shall be renegotiated upon ten (10) days' notice by either party, provided renegotiation is not prohibited by law.

## ARTICLE 64

### EFFECT OF AGREEMENT

1. This instrument constitutes the entire Agreement of the Vermont State Colleges and the Federation, arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced in writing and signed by the parties.
2. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands with respect to any subject

or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Vermont State Colleges and the Federation, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered by this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge of contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. Neither the Board of Trustees nor any officer of the VSC shall take any action in contravention of this Agreement, nor add to, subtract from, alter or modify, any of its express terms and conditions.

## ARTICLE 65

### BACKGROUND CHECKS

The Colleges shall provide a reconcilable cash advance, use petty cash, or reimburse the employee for the actual cost of a background check for existing employees who are required to obtain a background check.

## ARTICLE 66

### PROFESSIONAL DEVELOPMENT

Employees may submit written requests to undertake professional development to their supervisor. Requests shall include an explanation as to how the proposed professional development will benefit the College. If the supervisor denies the request, the employee may request review by the Dean of Administration. The Dean's decision shall be final and shall not be grievable.

## ARTICLE 67

### DURATION AND RENEWAL

Except as otherwise provided, this Agreement shall continue in full force and effect until midnight, June 30, 2024 and shall automatically be renewed from year to year thereafter until, at least one hundred twenty (120) days prior to any expiration date, either party notifies the other in writing of its desire to terminate or amend this Agreement. Notwithstanding the two-year term, the parties will bargain on other provisions for the contract period beginning July 1, 2023 to

reflect the Vermont State University structure. Articles 28 (Wages), 33 (Group Insurance Program), and 35 (Retirement and Continued Benefits) are not subject to re-opening before the July 1, 2024 contract. Nothing herein prevents the parties from discussing future changes regarding health insurance.

IN WITNESS WHEREOF, the Vermont State Colleges has caused this instrument to be signed and sealed by its duly authorized Representatives and the Federation has caused this instrument to be signed and sealed by its duly authorized Representatives as follows:

VERMONT STATE COLLEGES  
STAFF FEDERATION

By: Billie Neathawk  
Billie (Langlois) Neathawk, VSCSF Chair  
Dated:

VERMONT STATE COLLEGES

By: Sophie Zdatny  
Sophie Zdatny, Chancellor  
Dated: September 21, 2022

By: Steve Howard  
Steve Howard, VSEA Executive Director  
Dated:

By: Eileen Lynn Dickinson  
Eileen (Lynn) Dickinson, Chair  
VSC Board of Trustees  
Dated: September 21, 2022

By: Kelly Everhart  
Kelly Everhart, VSEA Staff Attorney  
Dated:

APPENDIX I  
VERMONT STATE COLLEGES STAFF FEDERATION  
PAYROLL DEDUCTION AUTHORIZATION & RELEASE

EMPLOYEE NAME (Please print clearly.) \_\_\_\_\_

I hereby request the following action(s) for payroll deduction and authorize the Vermont State Colleges (VSC) to withhold from my salary every pay check the amounts which I have specified below to be sent to the Vermont State Employees' Association, Inc. (VSEA) at Post Office Box 518, Montpelier, Vermont 05601 to cover my VSEA membership dues and premium payments for VSEA Member Benefit Programs selected by me. Any future revisions to the VSEA dues structure, which is duly approved by the VSEA membership, shall be applied automatically to my deductions. Unless withdrawn by me in writing, this authorization shall remain in effect as long as I am a member of the VSEA/VSC Staff Federation. This request is effective this date and shall remain in effect until such time as I become ineligible or notify the VSC in writing 10 days in advance that I want to cancel my deduction.

	START payroll deduction for VSEA dues each pay period	\$_____ (Amt. due biweekly)
	STOP payroll deduction for VSEA dues each pay period	
<b>VSEA MEMBER BENEFIT PROGRAMS*</b>		
<p>ELIGIBILITY: VSEA members may also elect to participate in various benefit programs offered by VSEA, for which an additional deduction will be made from your paycheck. DO NOT CONFUSE THE VSEA BENEFIT PROGRAMS WITH THE MEDICAL, DENTAL, DISABILITY, OR LIFE INSURANCE COVERAGE AVAILABLE TO VSC EMPLOYEES UNDER THE TERMS OF THE CONTRACT.</p>		
	Previous Benefit Total	\$_____ biweekly
<input type="checkbox"/>	START payroll deduction each pay period	\$_____ biweekly
<input type="checkbox"/>	INCREASE payroll deduction each pay period	\$_____ biweekly
<input type="checkbox"/>	DECREASE payroll deduction each pay period	\$_____ biweekly
<input type="checkbox"/>	STOP payroll deduction each pay period	\$_____ biweekly
	New Benefit Total	\$_____ biweekly
<b>TOTAL DEDUCTION (DUES &amp; BENEFITS)</b>		<b>\$_____ biweekly</b>
<p>*Only one change per semester (Sept-Dec; Jan-Apr; May-Aug) is permitted under the contract. Payroll deductions will begin for the next full payroll period after the date this form is received in the College Business Office. I understand that payroll deduction for the VSEA Member Benefit Programs is a privilege of VSEA membership and will terminate if I terminate VSEA membership.</p>		

PLEASE NOTE: Insurance benefit programs offered by the VSEA are the sole responsibility of VSEA. Payroll deduction of premiums for these programs should not be construed as an endorsement by the VSC for either the member benefit program or the company offering that product.

Employee Signature	Date	VSEA Authorized Representative	Date
College Business Office Representative	Date	CAMPUS	

## APPENDIX II

### PRESCRIPTION DRUG COVERAGE

The Stipulation of Agreement on Prescription Drug Coverage entered into by the VSEA/VSCSF and the Vermont State Colleges in the contract years July 1, 1999-June 30, 2001, shall remain in effect. When a generic brand for a given prescription exists, but the prescribing physician orders a prescription to be dispensed as written, then the employee shall be responsible for paying the entire amount of that prescription at the pharmacy, provided, however, that the Colleges shall be responsible for reimbursing the employee the entire amount of the prescription price after the deduction of applicable co-payments.

## APPENDIX III

### SECTION 125 REIMBURSEMENT ACCOUNTS

The VSC has established a flexible benefits reimbursement plan for regular part-time or full-time employees who are eligible for the group insurance plans. Those who are eligible to participate may do so voluntarily. By taking advantage of Section 125 of the Internal Revenue Service Code, an employee may elect to set aside a portion of pay on a pre-tax basis that can be used for certain uncovered medical expenses or dependent care.

The enrollment period for the VSC reimbursement is during the month of November, the same time that it designated as the “open enrollment” period for the medical plans. The reimbursement accounts run on a calendar year basis starting in January and employees may not enroll after the new year has begun. However, enrollment is year to year and employees have the option of opening one or both of the accounts each year. Administration of the Section 125 reimbursement accounts is done in accord with the established IRS rules. Employees should be familiar with these rules prior to enrolling.