



# Vermont State Employees' Association

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## CORRECTIONS UNIT CONTRACT CHANGES

**CONTRACT DURATION:** Two-year contract effective July 1, 2024 – June 30, 2026

### WAGES AND STEPS:

- July 14, 2024: Implementation of new pay/step plan (included below) and continuation of
- Step Increases. New pay plan does not change an employee's current Step Date.
- July 13, 2025: \$1.00 Hourly Wage Increase and Continuation of Step Increases
- Steps 6-8 will move from 2-year steps to 1-year steps.
- Steps 13 & 14 will move from 3-year steps to 2-year steps.

### SECURITY DIFFERENTIAL: (STARTING JULY 2024)

- Employees who are working in, assigned to work in or filling in for the classifications listed below, including "hospital" or "transport" coverage, shall receive a "security differential" of two dollars (\$2.00) per hour in addition to any other compensation. This differential will be added to the basic hourly rate before cash overtime is computed.

Correctional Officer I  
Correctional Officer II  
Corrections Services Specialist I  
Corrections Services Specialist II  
Senior Corrections Services Specialist  
CRCF Facility Work Crew Leader  
Facility Work Crew Leader  
Central Operations Specialists (Hospital Coverage Team)  
Facility Food Service Supervisor II (not in Supervisory Unit)  
Corrections Food Service Leader

### WORKWEEK & SCHEDULES:

- 12-hour shifts and schedules shall be established.

### OVERTIME:

- Employees working a 12-hour shift schedule shall be eligible for overtime compensation (1.5 times base rate) for hours actually worked, as defined in the Corrections Bargaining Unit Agreement, in excess of 12 hours per day or 40 hours per work week, which hours cannot be pyramided. The change would be that employees working a 12-hour shift schedule are moved from an overtime category of "in excess of 8 hours in any workday or 80 hours in any pay period" into an overtime category of "in excess of 12 hours in any workday or 40 hours in any workweek."
- Employees working other schedules (i.e., 8/80, 10/40, etc.) shall continue to be eligible for overtime compensation in accordance with the existing contract language.

### SHIFT DIFFERENTIAL FOR 12-HOUR SHIFTS:

- Employees working 12-hour shift schedules who work the "Day" shift shall be eligible to receive 2nd shift differential.
- Employees working 12-hour shift schedules who work the "Night" shift shall be eligible to receive 3rd shift differential.

### **ONE-TIME CASH BONUS: (COI & COII ONLY)**

- An additional one-time bonus shall be payable to those covered employees in the COI or COII classifications in the amount of \$3000 for those whose base salary is less than \$75,000 annually and \$2000 for those whose base salary is \$75,000 or more annually. This bonus payment shall be payable to those eligible employees who are actively employed as of June 29, 2024, and remain employed on the August date when the payments are made.

### **HOLIDAYS:**

- Juneteenth (June 19th) and Indigenous Peoples' Day (second Monday in October) shall become official premium pay Holidays.
- Bennington Battle Day (August 16th) shall be deleted from the list of paid Holidays.
- SPECIAL TEAM ALLOWANCE:
- Compensation for Special Team Leaders will increase from \$500 to \$750.

### **ANNUAL & SICK LEAVE ACCRUALS (12-HOUR SHIFTS ONLY):**

- The Annual Leave and Sick Leave accruals for employees working 12-hour shift schedules shall be as follows:

#### a. ANNUAL LEAVE

##### YRS ACCRUAL RATE

0<5 5.54 hours

5<10 6.92

10<15 8.31

15<20 9.23

20<30 9.69

30+ 11.08

#### b. SICK LEAVE

0<5 5.54 hours

5<10 6.92

10<20 8.31

20+ 9.69

### **PERFORMANCE EVALUATION:**

- Add a new rating of "Commendable" between Satisfactory and Excellent.

### **MILITARY LEAVE:**

- Military Leave benefits will be extended to new employees during original probation.

### **TUITION REIMBURSEMENT:**

- Tuition reimbursement fund incorporated into the contract.

## **Questions About VSEA Bargaining? Contact A Bargaining Team Member!**

Not sure who your VSEA Bargaining Team members are or how to contact them? Please visit [vsea.org/bargaining-units](https://vsea.org/bargaining-units) or scan this QR code with your smartphone to find out and then contact them personally with your bargaining question(s), concern(s), etc.

