



Vermont State Employees' Association

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NON-MANAGEMENT UNIT CONTRACT CHANGES

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

WAGES AND STEPS:

- July 14, 2024: 4.5% Hourly Wage Increase and Continuation of Step Increases
- July 13, 2025: 3.5% Hourly Wage Increase and Continuation of Step Increases

ARTICLE 10 - SUPERVISION OF CLASSIFIED EMPLOYEES

- Remove "Middlesex Therapeutic Care Residence" and replace with "River Valley Therapeutic Residence."

ARTICLE 19 – GAME WARDENS

- For Game Wardens, the number of Call-Ins in a 24-hour period that are eligible for compensation will increase from one to two.

ARTICLE 21 – BIDDING FOR SHIFT VACANCIES

- Remove "VSH" and replace with "Vermont Psychiatric Care Hospital"
- Add "Middlesex Therapeutic Care Residence" and remove "Woodside"

ARTICLE 23 – TRAINING

- Remove "Middlesex Therapeutic Care Residence" and replace with "River Valley Therapeutic Residence."

ARTICLE 31 – SICK LEAVE (SICK LEAVE BANK)

- Delete "Non-Management unit members will be notified of the months in which donations may be made, twice per fiscal year."

ARTICLE 37 – TUITION REIMBURSEMENT

- For courses beginning between January 1st and June 30th, the application period changes from November 7th through November 21st to November 30th through December 15th.
- For courses beginning between July 1st and December 31st, the application period changes from May 25th through June 7th to May 30th through June 15th.

ARTICLE 49 – STATE EMPLOYEE HEALTH PLAN)

- Change "Twin-State" to "Vermont" Family and Medical Leave Insurance
- Update language.

ARTICLE 55 - OFFICE ALLOWANCE:

- Remove requirement for a home "landline" when receiving office allowance.

ARTICLE 67 – AGRICULTURAL STORAGE SPACE ALLOWANCE

- Delete "Agricultural" from article title.
- Add "Food and Markets" to employees eligible for storage space allowance.

APPENDIX C – WOODSIDE YOUTH CENTER:

- Delete and reserve for future use. (Woodside is no longer operating)

