

Number 16.2 - CONTRACTS

Effective Date: March 1, 1996

Applicable To: All classified employees with the Executive Branch of the State of Vermont.

Issued By: Department of Personnel

GENERAL INFORMATION

The Legislature of the State of Vermont enacted legislation that provides for collective bargaining between the State of Vermont and its employees. The State of Vermont recognizes the Vermont State Employees' Association, Inc. (VSEA) as the exclusive representative of its employees in the Non-Management, Supervisory, Corrections and State Police bargaining units.

Matters that are appropriate for collective bargaining, to the extent that they are not prescribed or controlled by statute, include but are not limited to the following:

- Wages, salaries, benefits and reimbursement practices;
- Minimum hours per week;
- Working conditions;
- Overtime compensation and related matters;
- Leave compensation and related matters;
- Reduction-in-force procedures;
- Grievance procedures;
- Terms of coverage and amount of employee financial participation in insurance programs; and
- Rules and regulations for personnel administration.

Collective bargaining agreements will be for a maximum of two (2) years. The current agreements, effective July 1, 1994 through June 30, 1996, are:

- Non-Management Bargaining Unit
- Supervisory Bargaining Unit
- Corrections Bargaining Unit
- State Police Bargaining Unit

Copies of the current contracts may be obtained from Agency/Department Personnel Officers or from the Department of Personnel Employee Relations Division.