

1 S.139

2 Representative Devereux of Mount Holly moves to amend the House

3 Proposal of Amendment as follows:

4 First: By adding four new sections and a reader assistance heading to be
5 Secs. 24a–24d to read as follows:

6 * * * Health Insurance for Public Employees * * *

7 Sec. 24a. 3 V.S.A. § 904 is amended to read:

8 § 904. SUBJECTS FOR BARGAINING

9 (a) All matters relating to the relationship between the employer and
10 employees shall be the subject of collective bargaining except those matters
11 which are prescribed or controlled by statute. Such matters appropriate for
12 collective bargaining to the extent they are not prescribed or controlled by
13 statute include:

14 (1) ~~Wages~~ wages, salaries, benefits, and reimbursement practices
15 relating to necessary expenses and the limits of reimbursable expenses, except
16 as provided in subsection (c) of this section;

17 (2) minimum hours per week;

18 (3) working conditions;

19 (4) overtime compensation and related matters;

20 (5) leave compensation and related matters;

21 (6) reduction-in-force procedures;

1 (7) grievance procedures;

2 (8) terms of coverage and amount of employee financial participation in
3 insurance programs, except as provided in subsection (c) of this section;

4 (9) rules and regulations for personnel administration, except the
5 following: rules and regulations relating to persons exempt from the classified
6 service under section 311 of this title and rules and regulations relating to
7 applicants for employment in State service and employees in an initial
8 probationary status, including any extension or extensions thereof provided
9 such rules and regulations are not discriminatory by reason of an applicant's
10 race, color, creed, sex, or national origin; and

11 (10) the manner in which to enforce an employee's obligation to pay the
12 collective bargaining service fee.

13 * * *

14 (c) Medical benefits and health insurance shall not be a subject of
15 collective bargaining under this chapter. Employees who wish to have health
16 insurance coverage may purchase plans through the Vermont Health Benefit
17 Exchange established pursuant to 33 V.S.A. chapter 18, subchapter 1.

1 Sec. 24b. 3 V.S.A. § 1013 is amended to read:

2 § 1013. SUBJECTS FOR BARGAINING

3 (a) All matters relating to the relationship between the employer and
4 employees are subject to collective bargaining, to the extent those matters are
5 not prescribed or controlled by law, including:

6 (1) ~~Wages~~ wages, salaries, benefits, and reimbursement practices
7 relating to necessary expenses and the limits of reimbursable expenses-, except
8 as provided in subsection (b) of this section;

9 (2) ~~Minimum~~ minimum hours per week-;

10 (3) ~~Working~~ working conditions-;

11 (4) ~~Overtime~~ overtime compensation and related matters-;

12 (5) ~~Leave~~ leave compensation and related matters-;

13 (6) ~~Reduction in force~~ reduction-in-force procedures-;

14 (7) ~~Grievance~~ grievance procedures-;

15 (8) ~~Terms~~ terms of coverage and amount of employee financial
16 participation in insurance programs-, except as provided in subsection (b) of
17 this section;

18 (9) ~~Rules~~ rules for personnel administration of employees provided the
19 rules are not discriminatory in regard to an applicant's race, color, creed, sex,
20 sexual orientation, gender identity, age, national origin, religion,
21 or disability-; and

1 (10) ~~The~~ the manner in which to enforce an employee’s obligation to
2 pay the collective bargaining service fee.

3 (b) Medical benefits and health insurance shall not be a subject of
4 collective bargaining under this chapter. Employees who wish to have health
5 insurance coverage may purchase plans through the Vermont Health Benefit
6 Exchange established pursuant to 33 V.S.A. chapter 18, subchapter 1.

7 Sec. 24c. 16 V.S.A. § 2004 is amended to read:

8 § 2004. AGENDA

9 (a) The school board, through its negotiations council, shall, upon request,
10 negotiate with representatives of the teachers’ or administrators’ organization
11 negotiations council on matters of salary, related economic conditions of
12 employment, the manner in which it will enforce an employee’s obligation to
13 pay the agency service fee, procedures for processing complaints and
14 grievances relating to employment, and any mutually agreed upon matters not
15 in conflict with the statutes and laws of the State of Vermont.

16 (b) As used in this section, the terms “salary” and “related economic
17 conditions of employment” shall not include medical benefits or health
18 insurance. Medical benefits and health insurance shall not be a subject of
19 collective bargaining under this chapter. Employees who wish to have health
20 insurance coverage may purchase plans through the Vermont Health Benefit
21 Exchange established pursuant to 33 V.S.A. chapter 18, subchapter 1.

