



United Electrical, Radio & Machine Workers of America (UE)
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Statement on behalf of UE Local 267

The members of UE Local 267 are employees at the University of Vermont. Our members are critical in ensuring that the University functions and functions well. Often working behind the scenes, our members clean the buildings, clear the roads and walkways, transport students, keep the buildings warm and the infrastructure working. We represent more than 350 UVM employees.

UE Local 267 members support and endorse the passage of S. 241. We believe the ability to bargain provisions which allow for independent arbitrators to hear grievances are important and should become part of Vermont labor statutes.

Many public employees around the country have the ability to present their grievances to binding arbitration rather than state labor relations boards. Vermont is unusual in its requirement that grievances be heard only before the VLRB, and our state's public employees should have the same ability to access binding arbitration as our counterparts have in other areas of the country.

We understand that a small set of Vermont's employees – those covered by the Judicial Employees Labor Relations Act – have this option. It is only right and fair that this option currently enjoyed by these employees be extended to state employees.

Enacting this legislation and allowing union such as VSEA and the UE negotiate provisions that allow for binding arbitration, will alleviate the work load of the VLRB and will assure employees – such as our members – who are covered by the State Employees Labor Relations Act an option to have their cases heard by an entity not funded by the state.

We understand the proposed legislation allows for provisions regarding binding arbitration to be bargained into collective bargaining agreements. Like any provision of the contract, access to binding arbitration will have to be bargained. If we and our Employer can agree to such a provision, shouldn't the state allow us this avenue to have our grievances heard?