

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General, Housing and Military Affairs to which was  
3 referred Senate Bill No. 72 entitled “An act relating to binding arbitration for  
4 State employees” respectfully reports that it has considered the same and  
5 recommends that the House propose to the Senate that the bill be amended by  
6 striking out all after the enacting clause and inserting in lieu thereof the  
7 following:

8 Sec. 1. 3 V.S.A. § 926 is amended to read:

9 § 926. GRIEVANCES

10 (a) The ~~board~~ Board shall hear and make a final determination on the  
11 grievances of all employees who are eligible to appeal grievances to the ~~board~~  
12 Board. Grievance hearings at the ~~board~~ Board level shall be conducted in  
13 accordance with the rules and regulations ~~promulgated~~ adopted by the ~~board~~  
14 Board. The right to institute grievance proceedings extends to individual  
15 employees, groups of employees, and collective bargaining units.

16 (b) A collective bargaining agreement may provide for binding arbitration  
17 as a final step of a grievance procedure, rather than a hearing by the Board. An  
18 agreement that includes a binding arbitration provision shall also include the  
19 procedure for selecting an arbitrator.

20 (c) If a collective bargaining agreement provides for binding arbitration as  
21 a final step of a grievance procedure, the agreement may also establish:

- 1           (1) procedural rules for conducting grievance arbitration proceedings;  
2           (2) whether grievance arbitration proceedings will be confidential; and  
3           (3) whether arbitrated grievance determinations will have precedential  
4 value.

5           (d) An arbitrator chosen or appointed under this section shall have no  
6 authority to add to, subtract from, or modify the collective bargaining  
7 agreement.

8           (e) Any collective bargaining agreement that contains a binding arbitration  
9 provision pursuant to this section shall include an acknowledgement of  
10 arbitration that provides substantially the following:

11                                   ACKNOWLEDGEMENT OF ARBITRATION

12           (The parties) understand that this agreement contains a provision for  
13 binding arbitration as a final step of the grievance process. After the effective  
14 date of this agreement, no grievance, submitted to binding arbitration, may be  
15 brought to the Vermont Labor Relations Board. An employee who has  
16 declined representation by the employee organization or whom the employee  
17 organization has declined to represent or is unable to represent, shall be  
18 entitled, either by representing himself or herself or with the assistance of  
19 independent legal counsel, to appeal his or her grievance to the Vermont Labor  
20 Relations Board as the final step of the grievance process in accordance with  
21 the rules and regulations adopted by the Board.

1        (f) This section shall not apply to labor interest arbitration, which as used in  
2        this chapter means the method of concluding labor negotiations by means of a  
3        disinterested person to determine the terms of a labor agreement.

4        (g) A party may apply to the arbitrator for a modification of an award if the  
5        application is made within 30 days after delivery of a copy of the award to the  
6        applicant. An arbitrator may modify an award only if the arbitrator finds any  
7        one of the following:

8            (1) There was an evident miscalculation of figures or an evident mistake  
9            in the description of any person, thing, or property referred to in the award.

10           (2) The award was based on a matter not submitted to the arbitrator, and  
11           the award may be corrected without affecting the merits of the decision on the  
12           issues submitted.

13           (3) The award was imperfect in form and the award may be corrected  
14           without affecting the merits of the controversy.

15        (h) A party may apply to the Civil Division of the Superior Court for  
16        review of the award provided the application is made within 30 days after  
17        delivery of a copy of the award to the applicant or, in the case of a claim of  
18        corruption, fraud, or other undue means, the application is made within 30 days  
19        after those grounds are known or should have been known. The Civil Division  
20        of the Superior Court shall vacate an arbitration award based on any of the  
21        following:

1           (1) The award was procured by corruption, fraud, or other undue means.

2           (2) There was partiality or prejudicial misconduct by the arbitrator.

3           (3) The arbitrator exceeded his or her power or rendered an award  
4 requiring a person to commit an act or engage in conduct prohibited by law.

5           (i) The ~~board~~ Board shall hear and make a final determination on the  
6 grievances of all retired individual employees of the University of Vermont,  
7 groups of such retired individuals, and retired collective bargaining unit  
8 members of the University of Vermont. Grievances shall be limited to those  
9 relating to compensation and benefits that were accrued during active  
10 employment but are received after retirement. ~~For the purposes of~~ As used in  
11 this subsection, “grievance” means an allegation of a violation of a collective  
12 bargaining agreement, employee handbook provision, early retirement plan,  
13 individual separation agreement or other documented agreement, or rule or  
14 regulation of the University of Vermont.

15           Sec. 2. 3 V.S.A. § 904 is amended as follows:

16           § 904. SUBJECTS FOR BARGAINING

17           (a) All matters relating to the relationship between the employer and  
18 employees shall be the subject of collective bargaining except those matters  
19 which are prescribed or controlled by statute. Such matters appropriate for  
20 collective bargaining to the extent they are not prescribed or controlled by  
21 statute include:

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(7) grievance procedures, including whether an appeal to the Vermont Labor Relations Board or binding arbitration, or both, will constitute the final step in a grievance procedure;

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Sec. 3. 3 V.S.A. § 928 is amended as follows:

§ 928. RULES AND REGULATIONS

\* \* \*

(b) Notwithstanding the provisions of subsection (a) of this section, rules and regulations adopted by the ~~board~~ Board as they relate to grievance appeals shall provide:

(1) ~~All~~ If a collective bargaining agreement provides that an appeal to the Board will constitute the final step in the grievance procedure, all employees and other persons authorized by this chapter shall have the right to appeal to the ~~board~~ Board in accordance with the rules and regulations of the ~~board~~ Board.

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Sec. 4. 3 V.S.A. § 941 is amended as follows:

§ 941. UNIT DETERMINATION, CERTIFICATION, AND REPRESENTATION

\* \* \*

1 (i) The Board, by rule, shall prescribe a uniform procedure for the  
2 resolution of employee grievances submitted through the collective bargaining  
3 machinery. ~~The~~ If the collective bargaining agreement does not provide that  
4 binding arbitration will be the final step of the negotiated grievance procedure  
5 pursuant to section 926 of this chapter, the final step of any the negotiated  
6 grievance procedure, if required, shall be a hearing and final determination by  
7 the Board. Grievance hearings conducted by the Board shall be informal and  
8 not subject to the rules of pleading procedure, and evidence of the courts of the  
9 State. Any employee or group of employees included in a duly certified  
10 bargaining unit may be represented before the Board by ~~their~~ its bargaining  
11 representative's counsel or designated executive staff employees or by any  
12 individual the Board may permit at its discretion.

13 \* \* \*

14 Sec. 5. 3 V.S.A. § 975 is amended as follows:

15 § 975. ENFORCEMENT AND PREEMPTION

16 \* \* \*

17 (b) A ~~state~~ State employee who files a claim of retaliation for protected  
18 activity with the Vermont ~~labor relations board~~ Labor Relations Board or  
19 through binding arbitration under a grievance procedure or similar process  
20 available to the employee may not bring such a claim in ~~superior court~~  
21 Superior Court.

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Sec. 6. 3 V.S.A. § 1001 is amended as follows:

§ 1001. GRIEVANCES; APPLICANTS AND EXCLUDED PERSONNEL

(c) Any dispute concerning the amount of a collective bargaining service fee may be grieved as set forth in the collective bargaining agreement through either an appeal to the state labor relations board Vermont Labor Relations Board in accordance with the ~~board's~~ Board's rules concerning grievances, or through binding arbitration.

Sec. 7. 3 V.S.A. § 1002 is amended as follows:

§ 1002. ENFORCEMENT

(a) Orders of the ~~board~~ Board or an arbitrator issued under this chapter may be enforced by any party or by the ~~board~~ Board by filing a petition with the Superior Court in Washington superior court County or the ~~superior court~~ Superior Court in the county in which the action before the ~~board~~ Board originated. The petition shall be served on the adverse party as provided for service of process under the Vermont Rules of Civil Procedure. If, after hearing, the ~~court~~ Court determines that the ~~board~~ Board or arbitrator had jurisdiction over the matter and that a timely appeal was not filed, or that an appeal was timely filed and a stay of the ~~board~~ Board or arbitrator's order or any part of it was not granted, or that a ~~board~~ Board order was affirmed on

1 appeal in pertinent part by the ~~supreme court~~ Supreme Court or that an  
2 arbitrator's order was affirmed on appeal in pertinent part by the Superior  
3 Court, the ~~court~~ Court shall incorporate the order of the ~~board~~ Board or  
4 arbitrator as a judgment of the ~~court~~ Court. There is no appeal from that  
5 judgment except that a judgment reversing a ~~board~~ decision by the Board or an  
6 arbitrator on jurisdiction may be appealed to the ~~supreme court~~ Supreme Court.

7 \* \* \*

8 Sec. 8. EFFECTIVE DATE

9 This act shall take effect on passage.

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12 (Committee vote: \_\_\_\_\_)

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\_\_\_\_\_

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Representative \_\_\_\_\_

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FOR THE COMMITTEE