

APPENDIX A

MEMORANDUM OF AGREEMENT DOCKET CLERKS A, B & C; COURT OFFICERS A & B; COURTROOM OPERATORS; AND COURT SECURITY & SCREENING OFFICERS

The Judiciary Bargaining Unit of the VSEA, Inc., and the Judicial Department of the State of Vermont agree to undertake a one-time review of the Docket Clerk A, B, and C; Courtroom Operator; Court Officer A and B; and Court Security & Screening Officer classes under the following parameters:

1. Following the ratification and execution of the parties' collective bargaining agreement effective July 1, 2016, the Judiciary and the VSEA will jointly select a Consultant who is experienced in labor relations and qualified to conduct a classification review using the Willis classification system. If the parties agree on a Consultant, they shall share equally in the cost of the Consultant, up to \$15,000 each.
2. The Consultant shall analyze the classes listed above, using the Willis system standards, based on the duties performed as of the date the analysis begins.

The Judiciary, the VSEA, and the affected employee(s) shall promptly provide such information as the Consultant requests, and shall have the right to present documentary and other information to the Consultant. The Judiciary, the VSEA, and the employees shall have access to all information obtained by or presented to the Consultant, including participating in any site visit and the opportunity to hear any interviews or other oral statements.

The Consultant shall issue a written report and decision concerning the proper classification and pay grade of Docket Clerk A, B, and C; Courtroom Operator; and Court Officer A and B, setting forth the facts and reasoning that are the basis of his decision. Included in the report and decision will be whether the Court Officer A and B classes should be merged with the Court Security & Screening Officer position to form a single position.

The Consultant shall issue the report and decision in time for the parties to present a request for funding to the Legislature during the FY18 budget process. The Consultant's decision will be final and binding on the parties.

3. Any reclassification resulting from the Consultant's decision shall be effectuated in accordance with Article 16(2)(d), "Reassignment of Pay Grades Due to Classification Review," except that the effective date of any upgrades shall be the date of execution of the collective bargaining agreement effective July 1, 2016.

4. During the Legislative session following the date of the Consultant's report and decision, the Judiciary shall request from the Legislature the funding necessary to implement the decision.

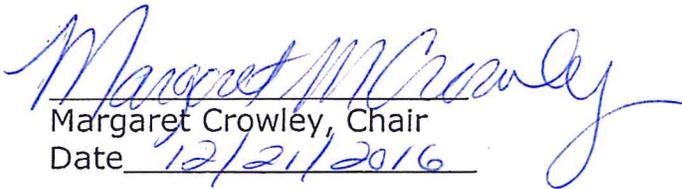
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12/21/2016*

5. The Judiciary shall have no obligation to pay any increases until the date the Judiciary actually receives the additional funding from the Legislature for the requested increases. In the event the Judiciary only receives partial Legislative funding, the Judiciary shall only be obliged to pay the corresponding proportion of the increases for that fiscal year.

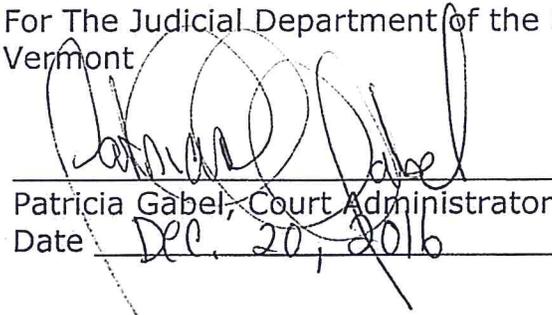
6. Pending the funding and implementation of any increases as a result of the Consultant's decision, the VSEA's request for reclassification of certain Docket Clerks filed on February 8, 2016, and any associated grievance(s) shall be held in abeyance. Upon the funding and implementation of the increases, the VSEA shall withdraw the request and grievance(s) with prejudice, and neither the VSEA nor any employee in the affected positions shall file any reclassification request until July 1, 2018.

7. Once all the commitments under this Memorandum of Agreement have been fulfilled, it shall be removed from the parties' collective bargaining agreement.

For the Judiciary Bargaining
Unit of the VSEA, Inc.


Margaret Crowley, Chair
Date 12/21/2016

For The Judicial Department of the State of
Vermont


Patricia Gabel, Court Administrator
Date Dec. 20, 2016