

1 S.254

2 Introduced by Senator Sirotkin

3 Referred to Committee on

4 Date:

5 Subject: Executive; education; labor; human services; collective bargaining

6 Statement of purpose of bill as introduced: This bill proposes to require public  
7 employers to provide employee contact information in relation to an effort to  
8 organize a collective bargaining unit; to provide for the automatic deduction of  
9 public employee union dues from members' paychecks; and to permit unions  
10 to meet with new public employees for the purpose of providing them with  
11 information regarding union membership.

12 An act relating to union organizing

13 It is hereby enacted by the General Assembly of the State of Vermont:

14 \* \* \* Bargaining Unit Contact Information \* \* \*

15 Sec. 1. 3 V.S.A. § 941 is amended to read:

16 § 941. UNIT DETERMINATION, CERTIFICATION, AND

17 REPRESENTATION

18 \* \* \*

19 (c) A petition may be filed with the Board, in accordance with procedures  
20 prescribed by the Board:

1           (1) By an employee or group of employees, or any individual or  
2 employee organization purporting to act in their behalf, alleging by filing a  
3 petition or petitions bearing signatures of not less than 30 percent of the  
4 employees, that they wish to form a bargaining unit and be represented for  
5 collective bargaining, or that the individual or employee organization currently  
6 certified as bargaining agent is no longer supported by at least 51 percent of  
7 the employees in the bargaining unit, or that they are now included in an  
8 approved bargaining unit and wish to form a separate bargaining unit under  
9 Board criteria for purposes of collective bargaining.

10           (2)(A)(i) An employee or group of employees, or any individual or  
11 employee organization purporting to act in their behalf, that is seeking to  
12 determine interest in the formation of a bargaining unit or representation for  
13 collective bargaining may petition the employer and the Board for a list of the  
14 employees in the proposed bargaining unit.

15           (ii) An employee or group of employees, or any person purporting  
16 to act on their behalf, that is seeking to demonstrate that the individual or  
17 employee organization currently certified as bargaining agent is no longer  
18 supported by at least 51 percent of the employees in the bargaining unit shall  
19 not be entitled to obtain a list of the employees in the proposed bargaining unit  
20 pursuant to this subdivision (c)(2).

1           (B) Within 10 business days after receiving the petition, the employer  
2           shall file with the Board and the employee or group of employees, or the  
3           individual or employee organization purporting to act in their behalf, a list of  
4           the employees in the proposed bargaining unit. The list shall comply with the  
5           requirements of subdivisions (e)(2)(B) and (C) of this section.

6           (d) The Board, a Board member ~~thereof~~, or a person or persons designated  
7           by the Board shall investigate the petition; and do one of the following:

8           (1) ~~if~~ if it finds reasonable cause to believe that a question of unit  
9           determination or representation exists, ~~an appropriate hearing shall be~~  
10          ~~scheduled before the Board upon due notice~~ the Board shall schedule a hearing  
11          to be held before the Board not more than eight days after the petition was filed  
12          with the Board. The date of the hearing shall not be subject to change. Upon  
13          request, the results of the investigation shall be made available by the Board to  
14          the petitioners and all intervenors, if any, including the duly certified  
15          bargaining representative ~~prior to giving notice of hearing~~ as soon as  
16          practicable after the investigation is completed. ~~Written notice of the hearing~~  
17          ~~shall be mailed by certified mail to the parties named in the petition not less~~  
18          ~~than seven calendar days before the hearing.~~ Hearing procedure and  
19          notification of the results of same the hearing shall be in accordance with rules  
20          ~~prescribed~~ adopted by the Board, ~~or.~~

1           (2) ~~dismiss the petition, based upon the~~ If the Board finds an absence of  
2           substantive evidence, it shall dismiss the petition.

3           (e)(1) Whenever, as a result of a petition and ~~an appropriate~~ hearing, the  
4           Board finds substantial interest among employees in forming a bargaining unit  
5           or being represent for purposes of collective bargaining, a secret ballot election  
6           shall be conducted by the Board ~~to be taken in such manner as to show not~~  
7           more than 21 days after the petition is filed with the Board. The election shall  
8           be conducted so that it shows separately the wishes of the employees in the  
9           voting group involved as to the determination of the collective bargaining unit,  
10          including the right not to be organized. ~~In order for a~~ The collective  
11          bargaining unit ~~to~~ or collective bargaining representative shall be recognized  
12          and certified by the Board, ~~there must be upon~~ a majority vote ~~east by those of~~  
13          the employees voting.

14          (2)(A) Unless the employer and labor organization agree to a longer  
15          period, within five business days after the Board determines that substantial  
16          interest exists and a secret ballot election shall be conducted, the employer  
17          shall file with the Board and the labor organization that will be named on the  
18          ballot a list of the employees in the bargaining unit.

19          (B) The list shall include, as appropriate, each employee's name,  
20          work location, shift, job classification, and contact information. As used in  
21          this subdivision (2), "contact information" includes an employee's home

1 address, personal e-mail address, and home and personal cellular telephone  
2 numbers.

3 (C) To the extent possible, the list of employees shall be in  
4 alphabetical order by last name and provided in electronic format.

5 (D) The list shall be kept confidential by the employer and the labor  
6 organization and shall be exempt from copying and inspection under the Public  
7 Records Act.

8 (E) Failure to file the list within the time required pursuant to  
9 subdivision (A) of this subdivision (2) shall be grounds for the Board to set  
10 aside the results of the election if an objection is filed within the time required  
11 pursuant to the Board's rules.

12 \* \* \*

13 Sec. 2. 16 V.S.A. § 1992 is amended to read:

14 § 1992. REFERENDUM PROCEDURE FOR REPRESENTATION

15 (a)(1) An organization purporting to represent a majority of all of the  
16 teachers or administrators employed by the school board may be recognized by  
17 the school board without the necessity of a referendum upon the submission of  
18 a petition bearing the valid signatures of a majority of the teachers or  
19 administrators employed by that school board. Within 15 days after receiving  
20 the petition the school board shall notify the teachers or administrators of the  
21 school district in writing of its intention to either require or waive a secret

1 ballot referendum. If the school board gives notice of its intention to waive a  
2 referendum and recognize an organization, 10 percent of the teachers or  
3 administrators employed by the school board may submit a petition within  
4 15 days thereafter, objecting to the granting ~~or~~ of recognition without a  
5 referendum, in which event a secret ballot referendum shall be held in the  
6 district for the purpose of choosing an exclusive representative ~~according to the~~  
7 ~~guidelines for referendum contained in this legislation~~ as provided pursuant to  
8 the provisions of this section.

9 (2)(A)(i) An organization seeking to represent the teachers or  
10 administrators employed by a school board may petition the school board and  
11 the Vermont Labor Relations Board for a list of the teachers or administrators  
12 in the proposed bargaining unit.

13 (ii) An organization or group of teachers or administrators, or any  
14 person purporting to act on their behalf, that is seeking to demonstrate that the  
15 teachers' or administrators' organization that is currently the exclusive  
16 representative of the teachers or administrators is no longer supported by a  
17 majority of the teachers or administrators employed by that school board shall  
18 not be entitled to obtain a list of the employees in the proposed bargaining unit  
19 pursuant to this subdivision (a)(2).

20 (B) Within 10 business days after receiving the petition, the school  
21 board shall file with the Vermont Labor Relations Board and the organization a

1 list of the teachers or administrators in the proposed bargaining unit. The list  
2 shall comply with the requirements of subdivisions (c)(2)(B) and (C) of this  
3 section.

4 \* \* \*

5 (c)(1) A secret ballot referendum shall be held any time that 20 percent of  
6 the teachers or administrators employed by the school board present a petition  
7 requesting a referendum on the matter of representation, except during a period  
8 of prior recognition, as ~~hereinbefore~~ provided pursuant to subsection (b) of this  
9 section. Any organization interested in representing teachers or administrators  
10 in the school district shall have the right to appear on the ballot by submitting a  
11 petition supported by ten percent or more of the teachers or administrators in  
12 the school district.

13 (2)(A) Unless the school board and the organization agree to a longer  
14 period, within five business days after the petition is presented, the school  
15 board shall file with the organization that will be named on the ballot a list of  
16 the teachers or administrators in the bargaining unit.

17 (B) The list shall include, as appropriate, each teacher's or  
18 administrator's name, work location, job classification, and contact  
19 information. As used in this subdivision (2), "contact information" includes a  
20 teacher's or administrator's home address, personal e-mail address, and home  
21 and personal cellular telephone numbers.

1 (C) To the extent possible, the list of teachers or administrators shall  
2 be in alphabetical order by last name and provided in electronic format.

3 (D) The list shall be kept confidential by the school board and the  
4 organization and shall be exempt from copying and inspection under the Public  
5 Records Act.

6 (E) Failure to file the list within the time required pursuant to  
7 subdivision (A) of this subdivision (2) shall be an unfair labor practice and  
8 grounds for the Vermont Labor Relations Board to set aside the results of the  
9 referendum if an unfair labor practice charge is filed not more than 10 business  
10 days after the referendum.

11 \* \* \*

12 Sec. 3. 21 V.S.A. § 1724 is amended to read:

13 § 1724. CERTIFICATION PROCEDURE

14 (a)(1) A petition may be filed with the Board, in accordance with  
15 ~~regulations prescribed~~ rules adopted by the Board:

16 ~~(A)~~ (A) By an employee or group of employees, or any individual or  
17 employee organization purporting to act in their behalf, alleging that not less  
18 than 30 percent of the employees; wish to form a bargaining unit and be  
19 represented for collective bargaining, or assert that the individual or employee  
20 organization currently certified as bargaining agent is no longer supported by  
21 at least 51 percent of the employees in the bargaining unit, or that not less than



1 51 percent of the employees now included in an approved bargaining unit wish  
2 to form a separate bargaining unit under Board criteria for purposes of  
3 collective bargaining.

4 ~~(2)(B)~~ By the employer alleging that the presently certified bargaining  
5 unit is no longer appropriate under Board criteria.

6 (2)(A)(i) An employee or group of employees, or any individual or  
7 employee organization purporting to act in their behalf, that is seeking to  
8 determine interest in the formation of a bargaining unit or representation for  
9 collective bargaining may petition the employer and the Board for a list of the  
10 employees in the proposed bargaining unit.

11 (ii) An employee or group of employees, or any person purporting  
12 to act on their behalf, that is seeking to demonstrate that the individual or  
13 employee organization currently certified as bargaining agent is no longer  
14 supported by at least 51 percent of the employees in the bargaining unit shall  
15 not be entitled to obtain a list of the employees in the proposed bargaining unit  
16 pursuant to this subdivision (a)(2).

17 (B) Within 10 business days after receiving the petition, the employer  
18 shall file with the Board and the employee or group of employees, or the  
19 individual or employee organization purporting to act in their behalf, a list of  
20 the employees in the proposed bargaining unit. The list shall comply with the  
21 requirements of subdivisions (e)(2)(B) and (C) of this section.

1 (b) The Board, a Board member ~~thereof~~, or a person or persons designated  
2 by the Board shall investigate the petition; and do one of the following:

3 (1) ~~if~~ If it finds reasonable cause to believe that a question of unit  
4 determination or representation exists, ~~an appropriate hearing shall be~~  
5 ~~scheduled before the Board upon due notice. Written notice of the hearing~~  
6 ~~shall be mailed by certified mail to the parties named in the petition not less~~  
7 ~~than 14 calendar days before the hearing. the Board shall schedule a hearing to~~  
8 ~~be held before the Board not more than eight days after the petition was filed~~  
9 ~~with the Board. The date of the hearing shall not be subject to change.~~

10 Hearing procedure and notification of the results ~~thereof~~ of the hearing shall be  
11 in accordance with rules ~~prescribed~~ adopted by the Board ~~or~~.

12 (2) ~~dismiss the petition, based upon the~~ If the Board finds an absence of  
13 substantive evidence it shall dismiss the petition.

14 \* \* \*

15 (e)(1) In determining the representation of municipal employees in a  
16 collective bargaining unit, the Board shall conduct a an election by secret  
17 ballot of the employees and certify the results to the interested parties and to  
18 the employer. The election shall be held not more than 21 days after the  
19 petition is filed with the Board. The original ballot shall ~~be so prepared as to~~  
20 permit a vote against representation by anyone named on the ballot. No  
21 representative will be certified with less than a 51 percent affirmative vote of

1 all votes cast. ~~In the case where~~ If it is asserted that the certified bargaining  
2 agent is no longer supported by at least 51 percent of the employees in the  
3 bargaining unit and there is no attempt to seek the election of another  
4 employee organization or individual as bargaining representative, there shall  
5 be at least 51 percent negative vote of all votes cast to decertify the existing  
6 bargaining agent.

7 (2)(A) Unless the employer and the individual or labor organization  
8 seeking to represent the bargaining unit agree to a longer period, within five  
9 business days after the Board determines that a secret ballot election shall be  
10 conducted, the employer shall file with the Board and the individual or labor  
11 organization that will be named on the ballot a list of the employees in the  
12 bargaining unit.

13 (B) The list shall include, as appropriate, each employee's name,  
14 work location, shift, job classification, and contact information. As used in  
15 this subdivision (2), "contact information" includes an employee's home  
16 address, personal e-mail address, and home and personal cellular telephone  
17 numbers.

18 (C) To the extent possible, the list of employees shall be in  
19 alphabetical order by last name and provided in electronic format.

1           (D) The list shall be kept confidential by the employer and the  
2           individual or labor organization seeking to represent the bargaining unit and  
3           shall be exempt from copying and inspection under the Public Records Act.

4           (E) Failure to file the list within the time required pursuant to  
5           subdivision (A) of this subdivision (2) shall be grounds for the Board to set  
6           aside the results of the election if an objection is filed within the time required  
7           pursuant to the Board's rules.

8   \* \* \*

9           Sec. 4. 33 V.S.A. § 3607 is amended to read:

10           § 3607. PETITIONS FOR ELECTION; FILING; INVESTIGATIONS;  
11           HEARINGS; DETERMINATIONS

12           (a)(1) A petition may be filed with the Board in accordance with  
13           ~~regulations prescribed~~ rules adopted by the Board:

14           ~~(A)~~(A) By an early care and education provider or group of providers or  
15           any individual or labor organization acting on the providers' behalf:

16           ~~(A)(i)~~ alleging that not less than 30 percent of the providers in the  
17           petitioned bargaining unit wish to be represented for collective bargaining and  
18           that the State declines to recognize their representative as the representative  
19           defined in this chapter; or

1           ~~(B)~~(ii) asserting that the labor organization that has been certified as  
2 the bargaining representative no longer represents a majority of early care and  
3 education providers.

4           ~~(2)~~(B) By the State alleging that one or more individuals or labor  
5 organizations have presented a claim to be recognized as the exclusive  
6 representative defined in this chapter.

7           (2)(A)(i) An early care and education provider or group of providers, or  
8 any individual or labor organization acting on the providers' behalf, that is  
9 seeking to determine interest in the formation of a bargaining unit or  
10 representation for collective bargaining may petition the State and the Board  
11 for a list of the employees in the proposed bargaining unit.

12           (ii) An early care and education provider or group of providers, or  
13 any individual or labor organization acting on the providers' behalf, that is  
14 seeking to demonstrate that the individual or employee organization currently  
15 certified as bargaining agent is no longer supported by at least 51 percent of  
16 the employees in the bargaining unit shall not be entitled to obtain a list of the  
17 employees in the proposed bargaining unit pursuant to this subdivision (a)(2).

18           (B) Within 10 business days after receiving the petition, the State shall  
19 file with the Board and the early care and education provider or group of  
20 providers, or the individual or labor organization acting on the providers'

1 behalf, a list of the employees in the proposed bargaining unit. The list shall  
2 comply with the requirements of subdivisions (b)(2)(B) and (C) of this section.

3 (b) The Board shall investigate ~~the~~ a petition filed pursuant to subdivision  
4 (a)(1) of this section, and:

5 (1) if it has reasonable cause to believe that a question concerning  
6 representation exists, shall conduct a hearing to be held before the Board not  
7 more than eight days after the petition is filed with the Board. The date of the  
8 hearing shall not be subject to change. The hearing shall be held before the  
9 Board, a member of the Board, or ~~its agents~~ a person or persons appointed for  
10 that purpose ~~upon due notice. Written notice of the hearing shall be mailed by~~  
11 ~~certified mail to the parties named in the petition not less than seven days~~  
12 ~~before the hearing.~~ If the Board finds upon the record of the hearing that a  
13 question of representation exists, it shall, not more than 21 days after the  
14 petition is filed with the Board, conduct an election by secret ballot and certify  
15 to the parties, in writing, the results of the election.

16 (2)(A) Unless the State and the individual or labor organization seeking  
17 to represent the early care and education providers agree to a longer period,  
18 within five business days after the Board determines that substantial interest  
19 exists and a secret ballot election shall be conducted, the State shall file with  
20 the Board and the early care and education provider or group of providers or

1 the individual or labor organization acting on the providers' behalf that will be  
2 named on the ballot a list of the employees in the bargaining unit.

3 (B) The list shall include, as appropriate, each employee's name,  
4 work location, shift, job classification, and contact information. As used in  
5 this subdivision (2), "contact information" includes an employee's home  
6 address, personal e-mail address, and home and personal cellular telephone  
7 numbers.

8 (C) To the extent possible, the list of employees shall be in  
9 alphabetical order by last name and provided in electronic format.

10 (D) The list shall be kept confidential by the State and the individual  
11 or labor organization seeking to represent the early care and education  
12 providers and shall be exempt from copying and inspection under the Public  
13 Records Act.

14 (E) Failure to file the list within the time required pursuant to  
15 subdivision (A) of this subdivision (2) shall be grounds for the Board to set  
16 aside the results of the election if an objection is filed within the time required  
17 pursuant to the Board's rules.

18 (c) In determining whether ~~or not~~ a question of representation exists, the  
19 Board shall apply the same ~~regulations and~~ rules of decision-making regardless  
20 of the identity of the persons filing the petition or the kind of relief sought.

21 \* \* \*

1                   \* \* \* Automatic Membership Dues Deduction \* \* \*

2           Sec. 5. 3 V.S.A. § 903 is amended to read:

3           § 903. EMPLOYEES' RIGHTS AND DUTIES; PROHIBITED ACTS

4                   \* \* \*

5           (e) Employees who are members of the employee organization shall have  
6           the right to automatic membership dues deductions. Upon receipt of a signed  
7           authorization to commence automatic membership dues deductions from an  
8           employee, the employer shall, no later than the next pay period after receiving  
9           the authorization, commence withholding from the employee's wages the  
10           amount of membership dues certified by the employee organization. The  
11           employer shall transmit the amount withheld to the employee organization on  
12           the same day as the employee is paid.

13           Sec. 6. 3 V.S.A. § 1012 is amended to read:

14           § 1012. EMPLOYEES' RIGHTS AND DUTIES; PROHIBITED ACTS

15                   \* \* \*

16           (e) Employees who are members of the employee organization shall have  
17           the right to automatic membership dues deductions. Upon receipt of a signed  
18           authorization to commence automatic membership dues deductions from an  
19           employee, the employer shall, no later than the next pay period after receiving  
20           the authorization, commence withholding from the employee's wages the  
21           amount of membership dues certified by the employee organization. The



1 employer shall transmit the amount withheld to the employee organization on  
2 the same day as the employee is paid.

3 Sec. 7. 16 V.S.A. § 1982 is amended to read:

4 § 1982. RIGHTS

5 \* \* \*

6 (f) A teacher or administrator who is a member of the teachers' or  
7 administrators' organization shall have the right to automatic membership dues  
8 deductions. Upon receipt of a signed authorization to commence automatic  
9 membership dues deductions from a teacher or administrator, the school board  
10 shall, not later than the next pay period after receiving the authorization,  
11 commence withholding from the teacher's or administrator's wages the amount  
12 of membership dues certified by the teachers' or administrators' organization.  
13 The school board shall transmit the amount withheld to the teachers' or  
14 administrators' organization on the same day as the teacher or administrator is  
15 paid.

16 Sec. 8. 21 V.S.A. § 1645 is added to read:

17 § 1645. AUTOMATIC MEMBERSHIP DUES DEDUCTION

18 Independent direct support providers who are members of the labor  
19 organization shall have the right to automatic membership dues deductions.  
20 Upon receipt of a signed authorization to commence automatic membership  
21 dues deductions from an independent direct support provider, the State shall,

1 no later than the next pay period after receiving the authorization, commence  
2 withholding from the independent direct support provider's wages the amount  
3 of membership dues certified by the labor organization. The State shall  
4 transmit the amount withheld to the labor organization on the same day as the  
5 independent direct support provider is paid.

6 Sec. 9. 21 V.S.A. § 1737 is added to read:

7 § 1737. AUTOMATIC MEMBERSHIP DUES DEDUCTION

8 Employees who are members of the employee organization shall have the  
9 right to automatic membership dues deductions. Upon receipt of a signed  
10 authorization to commence automatic membership dues deductions from an  
11 employee, the employer shall, no later than the next pay period after receiving  
12 the authorization, commence withholding from the employee's wages the  
13 amount of membership dues certified by the employee organization. The  
14 employer shall transmit the amount withheld to the employee organization on  
15 the same day as the employee is paid.

16 Sec. 10. 33 V.S.A. § 3618 is added to read:

17 § 3618. AUTOMATIC MEMBERSHIP DUES DEDUCTION

18 Early care and education providers who are members of the labor  
19 organization shall have the right to automatic membership dues deductions.  
20 Upon receipt of a signed authorization to commence automatic membership  
21 dues deductions from an early care and education provider, the State shall, no

1 later than the next period when subsidies would be paid to the provider after  
2 receiving the authorization, commence withholding from the subsidies paid to  
3 the early care and education provider the amount of membership dues certified  
4 by the labor organization. The State shall transmit the amount withheld to the  
5 labor organization on the same day as the subsidies are paid to the early care  
6 and education provider.

7 \* \* \* Access to Employees in Bargaining Unit \* \* \*

8 Sec. 11. 3 V.S.A. § 909 is added to read:

9 § 909. ACCESS TO NEW EMPLOYEES IN BARGAINING UNIT

10 (a) An employer shall provide the employee organization that is the  
11 exclusive representative of the employees in a bargaining unit with an  
12 opportunity to meet with each newly hired employee in the bargaining unit to  
13 present information about the employee organization.

14 (b)(1) The meeting shall occur during the new employee's orientation or, if  
15 the employer does not conduct an orientation for newly hired employees,  
16 within 30 calendar days from the date on which the employee was hired.

17 (2) If the meeting is not held during the new employee's orientation, it  
18 shall be held during the new employee's regular work hours and at his or her

1 regular worksite or a location mutually agreed to by the employer and the  
2 employee organization.

3 (3) The meeting shall be for not less than 60 minutes.

4 (4) The employee shall be paid for attending the meeting at his or her  
5 regular rate of pay.

6 (c) Within 10 days after hiring a new employee in a bargaining unit, the  
7 employer shall provide the employee organization with his or her name, job  
8 title, worksite location, work telephone number and e-mail address, home  
9 address, personal e-mail address, home and personal cellular telephone  
10 numbers, and date of hire.

11 (d) The employer shall provide the employee organization with not less  
12 than 10 days' notice of an orientation for newly hired employees in a  
13 bargaining unit.

14 Sec. 12. 3 V.S.A. § 1022 is added to read:

15 § 1022. ACCESS TO NEW EMPLOYEES IN BARGAINING UNIT

16 (a) An employer shall provide the employee organization that is the  
17 exclusive representative of the employees in a bargaining unit with an  
18 opportunity to meet with each newly hired employee in the bargaining unit to  
19 present information about the employee organization.

1       (b)(1) The meeting shall occur during the new employee's orientation or, if  
2       the employer does not conduct an orientation for newly hired employees,  
3       within 30 calendar days from the date on which the employee was hired.

4       (2) If the meeting is not held during the new employee's orientation, it  
5       shall be held during the new employee's regular work hours and at his or her  
6       regular worksite or a location mutually agreed to by the employer and the  
7       employee organization.

8       (3) The meeting shall be for not less than 60 minutes.

9       (4) The employee shall be paid for attending the meeting at his or her  
10       regular rate of pay.

11       (c) Within 10 days after hiring a new employee in a bargaining unit, the  
12       employer shall provide the employee organization with his or her name, job  
13       title, worksite location, work telephone number and e-mail address, home  
14       address, personal e-mail address, home and personal cellular telephone  
15       numbers, and date of hire.

16       (d) The employer shall provide the employee organization with not less  
17       than 10 days' notice of an orientation for newly hired employees in a  
18       bargaining unit.

1 Sec. 13. 16 V.S.A. 1984 is added to read:

2 § 1984. ACCESS TO NEW TEACHERS OR ADMINISTRATORS IN  
3 BARGAINING UNIT

4 (a) A school board shall provide a teachers' or administrators' organization  
5 that is the exclusive representative of the teachers or administrators in a  
6 bargaining unit with an opportunity to meet with each newly hired teacher or  
7 administrator in the bargaining unit to present information about the teachers'  
8 or administrators' organization.

9 (b)(1) The meeting shall occur during the new teacher's or administrator's  
10 orientation or, if the school board does not conduct an orientation for newly  
11 hired teachers or administrators, within 30 calendar days from the date on  
12 which the teacher or administrator was hired.

13 (2) If the meeting is not held during the new teacher's or administrator's  
14 orientation, it shall be held during the new teacher's or administrator's regular  
15 work hours and at his or her regular worksite or a location mutually agreed to  
16 by the school board and the teacher's or administrator's organization.

17 (3) The meeting shall be for not less than 60 minutes.

18 (4) The teacher or administrator shall be paid for attending the meeting  
19 at his or her regular rate of pay.

20 (c) Within 10 days after hiring a new teacher or administrator, the school  
21 board shall provide the teacher's or administrator's organization, as

1 appropriate, with his or her name, job title, worksite location, work telephone  
2 number and e-mail address, home address, personal e-mail address, home and  
3 personal cellular telephone numbers, and date of hire.

4 (d) The school board shall provide the teacher's or administrator's  
5 organization with not less than 10 days' notice of an orientation for newly  
6 hired teachers or administrators in its bargaining unit.

7 Sec. 14. 21 V.S.A. § 1738 is added to read:

8 § 1738. ACCESS TO NEW EMPLOYEES IN BARGAINING UNIT

9 (a) An employer shall provide the employee organization that is the  
10 exclusive representative of the employees in a bargaining unit with an  
11 opportunity to meet with each newly hired employee in the bargaining unit to  
12 present information about the employee organization.

13 (b)(1) The meeting shall occur during the new employee's orientation or, if  
14 the employer does not conduct an orientation for newly hired employees,  
15 within 30 calendar days from the date on which the employee was hired.

16 (2) If the meeting is not held during the new employee's orientation, it  
17 shall be held during the new employee's regular work hours and at his or her  
18 regular worksite or a location mutually agreed to by the employer and the  
19 employee organization.

20 (3) The meeting shall be for not less than 60 minutes.

1           (4) The employee shall be paid for attending the meeting at his or her  
2           regular rate of pay.

3           (c) Within 10 days after hiring a new employee in a bargaining unit, the  
4           employer shall provide the employee organization with his or her name, job  
5           title, worksite location, work telephone number and e-mail address, home  
6           address, personal e-mail address, home and personal cellular telephone  
7           numbers, and date of hire.

8           (d) The employer shall provide the employee organization with not less  
9           than 10 days' notice of an orientation for newly hired employees in a  
10          bargaining unit.

11   \* \* \* Effective Date \* \* \*

12          Sec. 15. EFFECTIVE DATE

13          This act shall take effect on July 1, 2020.