

Memorandum

To: Senate Government Operations Committee
From: Jeb Spaulding, Chancellor, Vermont State Colleges System
Date: April, 17, 2019

RE: S.156

We respectfully request that the current arbitration process in statute remain the same for the Vermont State Colleges System and that we not be included in the new process proposed in S.156 for the State of Vermont and Vermont state employees. The bill retains the status quo for the University of Vermont and we would appreciate the same as well.

The Vermont State Colleges System, the University of Vermont, and our bargaining groups already have binding arbitration. 3 V.S.A. sec. 925 (k): *In the case of the University of Vermont or the Vermont State Colleges, the decision of the Board shall be final and binding on each party.*

The Vermont State Colleges System has an excellent relationship with our Staff Federation employee group which is represented by the Vermont State Employees Association and, to the best of my knowledge, we have not needed to go to the Labor Board to settle our contract negotiations.

That said, Vermont State College System employees are not State of Vermont employees. We have six bargaining groups and only one is represented by the Vermont State Employees Association. The other bargaining groups are represented by various units within the American Federation of Teachers (AFT), the same union that represents UVM faculty. It would be confusing and awkward to have employees (union members) of the Vermont State Colleges System and the University of Vermont under differing labor relations processes.

Whatever real or perceived conflicts there may be with the Vermont Labor Relations Board for the State of Vermont and its employees or union representative, they would not apply in the case of the Vermont State Colleges System.

We are not taking a position on the merits of the bill, merely requesting that the new arbitration process envisioned for the State of Vermont not apply to the Vermont State Colleges System, for the reasons stated above.

Thank you for your consideration.