

## **Summary of Significant Provisions in S.254 Amendment**

### **Sec. 1. Amends 3 V.S.A. § 941. Unit Determination, Certification, and Representation**

- Provides a group of employees or labor organization that is trying to organize a bargaining unit with a list of employees in the bargaining unit 2 days after filing an election petition.
- Establishes a shorter time period leading up to a representation election.
- Delays resolution of disputes regarding whether specific employees should be included in the bargaining unit until after the election, unless the parties mutually agree to resolve those issues before the election.
- Requires employers to provide email and telephone contact information for employees, if possible.
- Permits Labor Board to set aside results of a representation election if list of employees is not provided within required time period.

### **Sec. 2. Amends 16 V.S.A. § 1992. Referendum Procedure for Representation**

- Allows a group or labor organization seeking to represent a bargaining unit to request a list of employees in the bargaining unit from the school board.
- Establishes a timeline for representation elections.
- Requires school board to provide email and telephone contact information for employees, if possible.
- Permits Labor Board to set aside results of representation election if list of employees is not provided within required time period.

### **Sec. 3. Amends 21 V.S.A. § 1724. Certification Procedure**

- Provides a group of employees or labor organization that is trying to organize a bargaining unit with a list of employees in the bargaining unit upon filing an election petition.
- Establishes a shorter time period leading up to a representation election.
- Delays resolution of disputes regarding whether specific employees should be included in the bargaining unit until after the election, unless the parties mutually agree to resolve those issues before the election.
- Requires employers to provide email and telephone contact information for employees, if possible.
- Permits Labor Board to set aside results of a representation election if list of employees is not provided within required time period.

### **Secs. 4-9. Automatic Membership Dues Deduction**

- Grants union members the right to request that their employers automatically deduct their union dues from their paycheck.

### **Secs. 10-13. Access to New Employees in Bargaining Unit**

- Provides unions with an opportunity to meet with new hires to discuss union membership and services.
- Provides union with contact information for new hires.

### **Secs. 14-19. Annual List of Employees in Bargaining Unit**

- Provides union with a list of employees in the bargaining unit and their contact information on at least an annual basis.