

MEMORANDUM

TO: Senate Committee on Education
FROM: Jeff Fannon, Vermont-NEA Executive Director
DATE: February 5, 2020
RE: S.226

I thought a brief follow-up memorandum to supplement the testimony I gave to you yesterday. As I said, in large the testimony of Joe McNeil and Neil Odell was consistent with our discussion last week. Vermont-NEA agrees VSBA's proposal, as contained in VSBA's January 24th memorandum to the Committee, as follows:

- Paragraph 1, 16 VSA § 2101(2), concerning "covered employees." Act 11 should be clarified to ensure that all school employees, including non-licensed school employees such as supervisors and confidential employees, are covered by the terms of the statewide health care agreement.
- Paragraph 4, 16 VSA § 2102(d), and the removal of Commission members for cause. (In concept Vermont-NEA agrees with this suggestion but it needs to be clarified.)
- Paragraph 4, 16 VSA § 2102(f), requiring Commission members to be paid their requested per diem.
- Paragraph 8, 16 VSA § 2105(b), limiting the parties to one last best offer to submit to the arbitrator.
- Paragraph 10 concerning the compensation of Commission members and covering the expenses of both sides.

Yesterday there seemed to be some confusion between Messrs. McNeil's and Odell's testimony over Vermont-NEA's position regarding VSBA's proposal to insert a provision requiring the Commission to negotiate a statewide grievance process. Vermont-NEA does not agree with this suggested amendment.

Finally, like the Municipal Employee labor law, 21 VSA §§ 1721-1736, and the State Employees labor law, 3 VSA §§ 901 – 1008, Vermont-NEA believes the parties should not be restricted in their bargaining proposals. Allowing the parties the freedom to agree how much school employees contribute towards their health care would be consistent with these above-cited other Vermont labor laws, several school districts' current labor agreements with their employees, state college labor agreements, and certain UVM employees' labor agreements.