



**State of Vermont**  
**Agency of Human Services**  
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**TO: Senator Jane Kitchel, Chair of Senate Appropriations**

**FROM: Richard Donahey, AHS CFO** DocuSigned by: Richard Donahey  
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**Monica White, Commissioner of DAIL** DocuSigned by: Monica White  
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**THRU: Jenney Samuelson, Secretary of Human Services** DocuSigned by: Jenney Samuelson  
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**Adam Greshin, Commissioner of Finance & Management**

**Cc: Mary Hooper, Chair of House Appropriations**

**DATE: April 8, 2022**

**SUBJECT: Collective Bargaining Update; Independent Direct Support Providers**

The State and AFSCME, the union representing independent direct support providers (IDSP) affecting programs with both DAIL and VDH, reached agreement on collective bargaining, as required by Act No. 48 (2013) for the period of July 1, 2022 to June 30, 2024. However, the financial impact of this agreement was not known until the agreement was near its final phases of negotiation. Therefore, no appropriations for this agreement are currently contemplated in the SFY23 budget. For your consideration, the funding could be included in either the SFY23 BAA, like the approach used for the agreement currently in effect, or in the SFY23 Big Bill currently under consideration. Accordingly, the CBA cost information for your committee's review is provided below.

### Base Rate Increases

- SFY23
  - 5% increase rate (i.e., \$13.44/hr) to current CBA minimum rate, or \$.25 over State minimum wage, whichever is greater, equating to a \$1.9M General Fund need.
  - \$30k for training which can be covered by DAIL's current appropriations.
- SFY24
  - 4.5% increase rate (i.e., \$14.04/hr) to SFY23 CBA minimum rate, or \$.25 over State minimum wage, whichever is greater, equating to a \$1.8M General Fund need.

### **One-time Funds**

- SFY23
  - Bonus to be paid in first full pay period after July 1, 2022 in recognition of work performed (for the period of July 1, 2020-December 31, 2021, providers who worked 1,000-2,000 hours receive a \$1,500 one-time payment; if >2000 hours worked, then a \$2,500 payment), equating to a \$3.8M gross one-time funding need to be included as part of AHS' HCBS spending plan. There would be a commitment by eligible workers to continue working after receiving a bonus.
- SFY24
  - Bonus to be paid in first full pay period after July 1, 2023 (for the period of January 1, 2022-December 31, 2022, providers who worked 500-1,000 hours receive a \$500 one-time payment; if >1000 hours worked, then a \$1,000 payment), equating to a \$1.95M gross one-time funding need to be included as part of AHS' HCBS spending plan. There would be a commitment by eligible workers to continue working after receiving a bonus.