

Side-by-Side of S.226 as passed by Senate (2020) (same as 21-0030) v. H.63 (2021)

Jim DesMarais

1/13/21

Yellow—differences

Note—bills use * to show unchanged text in the underlying statute. This side-by-side inserts unchanged text where necessary for comparison**

S.226 as passed by Senate (2020); 21-0030	H.63 (2021)
<p>Sec. 1. 16 V.S.A. § 2101 is amended to read: § 2101. DEFINITIONS As used in this chapter: (1) “Participating employee” means a school employee who is eligible for and has elected to receive health benefit coverage through a school employer. (2) “School employee” means: (A) <u>includes the following individuals:</u> (A)(i) an individual employed by a supervisory union or school district <u>employer</u> as a teacher or administrator as defined in section 1981 of this title; or (B)(ii) a municipal school employee as defined in 21 V.S.A. § 1722; <u>(iii) an individual employed as a supervisor as defined in 21 V.S.A. § 1502;</u> <u>(iv) a confidential employee as defined in 21 V.S.A. § 1722;</u> (v) a certified employee of a school employer; and</p>	<p>Sec. 1. 16 V.S.A. § 2101 is amended to read: § 2101. DEFINITIONS As used in this chapter: (1) “Participating employee” means a school employee who is eligible for and has elected to receive health benefit coverage through a school employer. (2) “School employee” means: (A) <u>includes the following individuals:</u> (A)(i) an individual employed by a supervisory union or school district <u>employer</u> as a teacher or administrator as defined in section 1981 of this title; or (B)(ii) a municipal school employee as defined in 21 V.S.A. § 1722; <u>(iii) an individual employed as a supervisor as defined in 21 V.S.A. § 1502;</u> <u>(iv) a confidential employee as defined in 21 V.S.A. § 1722;</u> (v) a certified employee of a school employer; and</p>

<p>S.226 as passed by Senate (2020); 21-0030</p>	<p>H.63 (2021)</p>
<p><u>(vi) any other permanent employee of a school employer not covered by subdivisions (i)–(v) of this subdivision (2); and</u></p> <p><u>(B) notwithstanding subdivision (A) of this subdivision (2), excludes individuals who serve in the role of superintendent.</u></p> <p>(3) “School employer” means a supervisory union or school district as those terms are defined in section 11 of this title.</p> <p>Sec. 2. 16 V.S.A. § 2102 is amended to read: § 2102. COMMISSION ON PUBLIC SCHOOL EMPLOYEE HEALTH BENEFITS CREATED * * *</p> <p>(b) Composition and appointment.</p> <p>(1) The Commission shall have 10 members, of whom five shall be representatives of school employees and five shall be representatives of school employers.</p> <p>(2)(A) The representatives of school employees shall be appointed as follows:</p> <p>(i) four members appointed by the labor organization representing the greatest number of teachers, administrators, and municipal school employees in this State; and</p> <p>(ii) one member appointed by the labor organization representing the second-greatest number of teachers, administrators, and municipal school employees in this State.</p>	<p><u>(vi) any other permanent employee of a school employer not covered by subdivisions (i)–(v) of this subdivision (2); and</u></p> <p><u>(B) notwithstanding subdivision (A) of this subdivision (2), excludes individuals who serve in the role of superintendent or in the role of the primary school business official for a school employer.</u></p> <p>(3) “School employer” means a supervisory union or school district as those terms are defined in section 11 of this title.</p> <p>Sec. 2. 16 V.S.A. § 2102 is amended to read: § 2102. COMMISSION ON PUBLIC SCHOOL EMPLOYEE HEALTH BENEFITS CREATED * * *</p> <p>(b) Composition and appointment.</p> <p>(1) The Commission shall have 10 members, of whom five shall be representatives of school employees and five shall be representatives of school employers.</p> <p>(2)(A) The representatives of school employees shall be appointed as follows:</p> <p>(i) four members appointed by the labor organization representing the greatest number of teachers, administrators, and municipal school employees in this State, <u>provided that at least one of the members shall be a licensed administrator;</u> and</p> <p>(ii) one member appointed by the labor organization representing the second-greatest number of teachers, administrators, and municipal school employees in this State.</p>

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<p>(B) The five representatives of school employers shall be appointed by the organization representing the majority of the public school boards in this State.</p> <p style="text-align: center;">* * *</p> <p>(d) Removal of Commission members. Members of the Commission may be removed <u>by the Commission only for cause and may be removed by the appointing authority of the member without cause.</u> The Commission shall adopt rules pursuant to 3 V.S.A. chapter 25 to define the basis and process for removal.</p> <p style="text-align: center;">* * *</p> <p>(f) Compensation. Commission members shall be entitled to receive per diem compensation and reimbursement of expenses <u>pursuant to as permitted under 32 V.S.A. § 1010 for not more than 10 meetings per year.</u></p> <p>(g) <u>Release time. A school district that employs a member of the Commission, or an alternate member of the Commission under subsection (j) of this section, who represents school employees or school employers shall grant the Commission member time off as necessary for the member to attend meetings of the Commission.</u></p> <p>(h) Staffing and expenses. The Commission may hire staff as it deems necessary to carry out its duties under this chapter. Compensation for Commission staff and administrative expenses of the Commission shall be shared equally by school employers and school employees. The representatives of school employers and the representatives of school employees shall equitably apportion their share of the costs of compensation and administrative expenses among their members.</p>	<p>(B) The five representatives of school employers shall be appointed by the organization representing the majority of the public school boards in this State.</p> <p style="text-align: center;">* * *</p> <p>(d) Removal of Commission members. Members of the Commission may be removed <u>only for cause. The Commission shall adopt rules pursuant to 3 V.S.A. chapter 25 to define the basis and process for removal by the appointing authority of the member without cause.</u></p> <p style="text-align: center;">* * *</p> <p>(f) Compensation. Commission members shall be entitled to receive per diem compensation and reimbursement of expenses <u>pursuant to as permitted under 32 V.S.A. § 1010 for not more than 20 meetings per year.</u></p> <p>(g) Staffing and expenses. The Commission may hire staff as it deems necessary to carry out its duties under this chapter. Compensation for Commission staff and administrative expenses of the Commission shall be shared equally by school employers and school employees. The representatives of school employers and the representatives of school employees shall equitably apportion their share of the costs of compensation and administrative expenses among their members.</p>

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<p>(h)(i) Rulemaking. The Commission may adopt rules or procedures, or both, pursuant to 3 V.S.A. chapter 25 as needed to carry out its duties under this chapter.</p> <p>(j) Alternate members. Four alternate members may be appointed to the Commission who, if appointed, shall be entitled to attend all negotiating sessions of the Commission. Up to two alternate members may be appointed by representatives of school employees and up to two alternate members may be appointed by representatives of school employers. The term of each alternate member, if appointed, shall be six years. In the event of a vacancy, the appointing authority of the alternate member whose seat becomes vacant shall appoint a successor to serve out the remainder of the alternate member’s term. Alternate members may be removed by the Commission only for cause and may be removed by the appointing authority of the alternate member without cause.</p> <p>(k) Funding. The Commission shall request the Governor to include in the Governor’s annual budget a minimum of \$17,500.00 appropriated to the Agency of Education for per diem compensation and reimbursement of expenses for members of the Commission. Any unencumbered appropriation shall revert to the General Fund in the year following the conclusion of an agreement under subdivision 2104(b)(1) of this title.</p> <p>Sec. 3. APPROPRIATION</p> <p>The sum of \$17,500.00 is appropriated to the Agency of Education from the General Fund for fiscal year 2022 for per diem compensation and reimbursement of expenses for members of the Commission.</p>	<p>(h) Rulemaking. The Commission may adopt rules or procedures, or both, pursuant to 3 V.S.A. chapter 25 as needed to carry out its duties under this chapter. <u>Alternate members. Not more than two alternate members may be appointed on behalf school employees and on behalf of school employers, respectively. An alternate member may serve in the role as a member appointed under subsection (b) of this section only in the absence of that appointed member and shall not otherwise have participation or voting rights in Commission business or attend or participate in joint negotiation sessions between employer and employee members appointed under subsection (b) of this section.</u></p> <p>(i) Funding. The Commission shall request the Governor to include in the Governor’s annual budget a minimum of \$25,000.00 appropriated to the Agency of Education for per diem compensation and reimbursement of expenses for members of the Commission. Any unencumbered appropriation shall revert to the General Fund in the year following the conclusion of an agreement under subdivision 2104(b)(1) of this title.</p> <p>Sec. 3. APPROPRIATION</p> <p>The sum of \$25,000.00 is appropriated to the Agency of Education from the General Fund for fiscal year 2022 for per diem compensation and reimbursement of expenses for members of the Commission.</p>

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<p>Sec. 4. 16 V.S.A. § 2103 is amended to read: § 2103. DUTIES OF THE COMMISSION</p> <p>(a) The Commission shall determine the percentage of the premium for individual, two-person, parent-child, and family coverage under a health benefit plan that shall be borne by each school employer and the percentage that shall be borne by participating employees.</p> <p>(1) The premium responsibility percentages shall remain in effect for the entire plan year.</p> <p>(2) Each school employer shall be responsible for paying, on behalf of all of its participating school employees, the applicable percentages of premium costs as determined by the Commission.</p> <p>(3) The premium responsibility percentages for each plan tier shall be the same for all participating employees.</p> <p>(b)(1) The Commission shall determine the amount of school participating employees' out-of-pocket expenses for which the school employer and the school participating employees shall be responsible, and whether school employers shall establish a health reimbursement arrangement, a health savings account, both, or neither, for their participating employees.</p> <p style="text-align: center;">* * *</p> <p>(3) The school employers' and school employees' responsibilities for out-of-pocket expenses for each plan tier shall be the same for all participating employees.</p>	<p>Sec. 4. 16 V.S.A. § 2103 is amended to read: § 2103. DUTIES OF THE COMMISSION</p> <p>(a) The Commission shall determine the percentage of the premium for individual, two-person, parent-child, and family coverage under a health benefit plan that shall be borne by each school employer and the percentage that shall be borne by participating employees.</p> <p>(1) The premium responsibility percentages shall remain in effect for the entire plan each year commencing July 1 and ending on June 30.</p> <p>(2) Each school employer shall be responsible for paying, on behalf of all of its participating school employees, the applicable percentages of premium costs as determined by the Commission.</p> <p>(3) The premium responsibility percentages for each plan tier shall be the same for all participating employees.</p> <p>(b)(1) The Commission shall determine the amount of school participating employees' <u>calendar year</u> out-of-pocket expenses for which the school employer and the school participating employees shall be responsible, and whether school employers shall establish a health reimbursement arrangement, a health savings account, both, or neither, for their participating employees.</p> <p style="text-align: center;">* * *</p> <p>(3) The school employers' and school employees' responsibilities for out-of-pocket expenses for each plan tier shall be the same for all participating employees.</p>

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<p>(d) The Commission shall not make any determinations regarding school employer or school <u>participating</u> employee responsibilities with respect to stand-alone vision or dental benefits.</p> <p>(e) <u>The Commission may negotiate a statewide grievance procedure for disputes concerning public school employee health benefits.</u></p> <p>Sec. 5. 16 V.S.A. § 2104 is amended to read: § 2104. NEGOTIATION; TIME TO BEGIN; GOOD FAITH; WRITTEN AGREEMENT</p> <p>(a)(1) The Commission shall commence negotiation of the matters set forth in subsections 2103(a) and (b) of this chapter not later than April 1 of the year before the existing agreement pursuant to this section is set to expire. <u>On or before October 1 of the year prior to commencement of bargaining, the Commission shall request from the parties any data and information that it anticipates needing for the negotiation in a common format, and on or before February 1 of the year of bargaining, the parties shall submit to the Commission the information requested.</u></p> <p>(2) The Commission shall meet together at reasonable times at the call of the Chairs and shall negotiate in good faith on all matters set forth in subsections 2103(a) and (b) of this chapter.</p>	<p>(d) The Commission shall not make any determinations regarding school employer or school <u>participating</u> employee responsibilities with respect to stand-alone vision or dental benefits.</p> <p>(e) The Commission shall negotiate a statewide grievance procedure for disputes concerning public school employee health benefits.</p> <p><u>(f) Any cash payments in lieu of receipt of healthcare benefits shall be determined by the Commission on a statewide basis. In no case shall an employee receive cash in lieu of receipt of healthcare benefits from one school employer while simultaneously receiving health care benefits from another school employer.</u></p> <p>Sec. 5. 16 V.S.A. § 2104 is amended to read: § 2104. NEGOTIATION; TIME TO BEGIN; GOOD FAITH; WRITTEN AGREEMENT</p> <p>(a)(1) The Commission shall commence negotiation of the matters set forth in subsections 2103(a) and (b) of this chapter not later than April 1 of the year before the existing agreement pursuant to this section is set to expire.</p> <p>(2) The Commission shall meet together at reasonable times at the call of the <u>Chairs to first agree on ground rules for the negotiations</u> and <u>thereafter</u> shall negotiate in good faith on all matters set forth in subsections 2103(a) and (b) of this chapter.</p>

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<p>(3)(A) The Commission shall select a person to serve as a fact finder to assist it in resolving any matters remaining in dispute in the event that the Commission is unable to reach an agreement by August 1. The fact finder shall be selected by a vote of a majority of the representatives of school employees and of a majority of the representatives of school employers. If the Commission cannot agree on a fact finder by April 5, the American Arbitration Association shall be asked to appoint the fact finder.</p> <p>(B)(i) The Commission shall mutually agree on an arbitrator by April 5 to decide all matters remaining in dispute if it is unable to reach an agreement within 30 days after receiving the fact finder’s report.</p> <p>(ii) If the Commission is unable to mutually agree on an arbitrator, it shall form a three-member panel of arbitrators to be selected as follows:</p> <p>(I) One arbitrator shall be selected by the representatives of school employees from a list prepared by the American Arbitration Association.</p>	<p>(3)(A) The <u>As a part of its ground rules, the</u> Commission shall select a person to serve as a <u>mediator and a person to serve as a</u> fact finder to assist it in resolving any matters remaining in dispute in the event that the Commission is unable to reach an agreement by August 1. <u>Mediation may occur at the request of either the employer or employee members if no agreement has been reached on or before June 1. The factfinding hearing shall be completed on or before August 1, and the factfinder’s report and recommendations shall be delivered to the parties on or before September 1.</u> The <u>mediator and</u> fact finder shall be selected by a vote of a majority of the representatives of school employees and of a majority of the representatives of school employers. If the Commission cannot agree on a <u>mediator or</u> fact finder <u>by on or before</u> April 5, the American Arbitration Association shall be asked to appoint the fact finder <u>appointment shall be made utilizing the American Arbitration Association’s selection process.</u></p> <p>(B)(i) The Commission shall mutually agree on an <u>arbitrator by arbitration panel on or before</u> April 5 to decide all matters remaining in dispute if it is unable to reach an agreement within 30 days after receiving the fact finder’s report.</p> <p>(ii) If the Commission is unable to mutually agree on an <u>arbitrator arbitration panel</u>, it shall form a three-member panel of arbitrators to be selected as follows:</p> <p>(I) One <u>arbitrator panelist</u> shall be selected by the representatives of school employees from a list prepared by the American Arbitration Association <u>who is a Vermont resident but is not an employee of or consultant for the labor organization</u></p>

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<p>(II) One arbitrator shall be selected by the representatives of school employers from a list prepared by the American Arbitration Association.</p> <p>(III) The Commission shall request the services of the American Arbitration Association for the appointment of the third arbitrator.</p> <p>(b)(1) The Commission shall enter into a written agreement incorporating all matters agreed to in negotiation.</p> <p>(2) The terms of the agreement shall be incorporated by reference into all collective bargaining agreements for school employees.</p> <p>(c) The term of each agreement shall be negotiated by the Commission but shall not be less than two years.</p>	<p><u>representing the greatest number of school employees in the State or the labor organization representing the second greatest number of school employees in the State.</u></p> <p>(II) One <u>arbitrator panelist</u> shall be selected by the representatives of school employers <u>from a list prepared by the American Arbitration Association who is a Vermont resident but is not an employee of or consultant for the organization representing the majority of public school boards in the State.</u></p> <p>(III) <u>The Commission shall request the services of the American Arbitration Association for the appointment of the third arbitrator</u> <u>Chair of the Vermont Labor Relations Board shall designate one of the Vermont Labor Relations Board's neutral members to serve as the Chair of the arbitration panel.</u></p> <p>(b)(1) The Commission shall enter into a written agreement incorporating all matters agreed to in negotiation.</p> <p>(2) The terms of the agreement <u>or arbitration panel's award</u> shall be <u>deemed to be</u> incorporated by reference into all collective bargaining agreements for school employees, <u>which shall include a reference to the availability of the agreement or arbitration panel's award on the websites of the appointing authorities.</u></p> <p>(c) The term of each agreement shall be negotiated by the Commission but shall not be less than two years.</p>

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<p>Sec. 6. 16 V.S.A. § 2105 is amended to read: § 2105. DISPUTE RESOLUTION</p> <p>(a)(1) If the Commission is unable to reach agreement by August 1, the Commission shall meet with the fact finder selected pursuant to section 2104 of this chapter not later than August 15.</p> <p>(2) The fact finder may schedule and hold additional meetings with the Commission as necessary. The Commission shall furnish the fact finder with all records, papers, and information in its possession pertaining to any matter remaining in dispute.</p> <p>(3) The fact finder shall, before issuing his or her decision, attempt to mediate the matters remaining in dispute.</p> <p>(4) If the mediation fails to produce an agreement, the fact finder shall, on or before September 15, submit a written report to the Commission recommending a reasonable basis for the settlement of the matters remaining in dispute.</p> <p>(b)(1) If the Commission is unable to resolve all matters remaining in dispute within 30 days after receiving the fact finder’s report, the Commission shall submit the matters remaining in dispute to the arbitrator or arbitrators selected pursuant to section 2104 of this chapter for resolution.</p> <p>(2) The representatives of school employees and the representatives of school employers shall submit to the arbitrator or arbitrators their last best offer on all issues remaining in dispute prior to the arbitration hearing. The arbitrator or</p>	<p>Sec. 6. 16 V.S.A. § 2105 is amended to read: § 2105. DISPUTE RESOLUTION</p> <p>(a)(1) If the Commission is unable to reach agreement by August 1, the Commission shall meet with the fact finder selected pursuant to section 2104 of this chapter not later than August 15.</p> <p>(2) The fact finder may schedule and hold additional meetings with the Commission as necessary. The Commission shall furnish the fact finder with all records, papers, and information in its possession pertaining to any matter remaining in dispute.</p> <p>(3)(2) The fact finder shall, before issuing his or her decision, attempt to mediate the matters remaining in dispute, <u>provided that both the employer and employee members agree to mediation by the fact finder.</u></p> <p>(4)(3) <u>If mediation fails to produce an agreement no agreement has been reached,</u> the fact finder shall, on or before <u>September 15 1,</u> submit a written report to the Commission recommending a reasonable basis for the settlement of the matters remaining in dispute.</p> <p>(b)(1) If the Commission is unable to resolve all matters remaining in dispute within 30 days after receiving the fact finder’s report, the Commission shall submit the matters remaining in dispute to the <u>arbitrator or arbitrators arbitration panel</u> selected pursuant to section 2104 of this chapter for resolution.</p> <p>(2) The representatives of school employees and the representatives of school employers shall submit to the <u>arbitrator or arbitrators arbitration panel</u> their last best offer on all issues remaining in dispute prior to the arbitration hearing. The</p>

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<p>arbitrators shall select one of the last best offers <u>without amendment</u>, submitted by the parties prior to the arbitration hearing in its entirety without amendment. <u>The parties shall not be permitted to modify their last best offers post hearing</u>. Prior to the issuance of the arbitrator's decision, nothing shall prohibit the parties from settling the matters in dispute.</p> <p>(3)(A) The arbitrator or arbitrators shall hold a hearing on or before November 15 at which the Commission members shall submit all relevant evidence, documents, and written material, <u>including a cost estimate for the term of the proposal with a breakdown of costs borne by employers and costs borne by employees</u>, and each member may submit oral or written testimony in support of his or her position on any undecided issue that is subject to arbitration.</p> <p>(B) In reaching a decision, the arbitrator or arbitrators shall give weight to the evidence, documents, written material, and arguments presented, as well as the following factors:</p> <p>(i) the interests and welfare of the public; (ii) the financial ability of the Education Fund and school districts across the State to pay for the costs of health care benefits and coverage;</p>	<p>arbitrator or arbitrators <u>arbitration panel</u> shall select one of the last best offers <u>without amendment</u> submitted by the parties prior to the arbitration hearing in its entirety without amendment. <u>The parties shall not be permitted to modify their last best offers post-submission</u>. Prior to the issuance of the <u>arbitration panel's</u> decision, nothing shall prohibit the parties from settling the matters in dispute.</p> <p>(3)(A) The arbitrator or arbitrators <u>arbitration panel</u> shall <u>hold a complete its</u> hearing on or before November 15 <u>October 15</u> at which the Commission members shall submit all relevant evidence, documents, and written material, <u>including a full cost estimate for the full term of the proposal with a breakdown of costs borne by employers and costs borne by employees on a statewide basis</u>, and each member may submit oral or written testimony in support of his or her position on any undecided issue that is subject to arbitration.</p> <p>(B) In reaching a decision, the arbitrator or arbitrators <u>arbitration panel</u> shall <u>determine which of the two submissions most appropriately balances appropriate access to health care benefits and reasonable cost containment to ensure the financial sustainability of the plan</u>. The <u>arbitration panel</u> shall <u>also</u> give weight to the evidence, documents, written material, and arguments presented, as well as the following factors:</p> <p>(i) the interests and welfare of the public; (ii) the financial ability of the Education Fund and school districts across the State to pay for the costs of health care benefits and coverage;</p>

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<p>(iii) comparisons of the health care benefits of school employees with the health care benefits of similar employees in the public and private sectors in Vermont;</p> <p>(iv) the average consumer prices for goods and services commonly known as the cost of living; and</p> <p>(v) prior and existing health care benefits and coverage for school employees.</p> <p>(4) The arbitrator or arbitrators shall issue their <u>written</u> decision within 30 days after the hearing, <u>explaining in appropriate detail the rationale for selecting the last best offer.</u> The decision of the arbitrator or arbitrators shall be final and binding upon the Commission and all school employees and school employers. The decision shall not be subject to ratification.</p> <p>(5) Upon the petition of a Commission member within not more than 15 days following the arbitration decision, a Superior Court shall vacate the decision if:</p>	<p>(iii) comparisons of the health care benefits of school employees with the health care benefits of similar employees in the public, <u>nonprofit</u> and private sectors in Vermont;</p> <p>(iv) the average consumer prices for goods and services commonly known as the cost of living; and</p> <p>(v) prior and existing health care benefits and coverage for school employees;</p> <p><u>(vi) the actuarial value of the health benefits for the full term of the award proposed by each party as compared to health plans available through Vermont Health Connect; and</u></p> <p><u>(vii) the percentage increase or decrease in education spending that is likely to occur under either party’s proposal for the full term of the award as compared to overall economic growth for the State of Vermont.</u></p> <p>(4) The arbitrator or arbitrators <u>arbitration panel</u> shall issue their its <u>written</u> decision within 30 days after the hearing. <u>The decision shall include the full cost estimates for the full term of the award for each of the last best offers submitted by the parties and a full explication of the basis for the decision. The full cost estimates shall include a breakdown of costs borne by employers and costs borne by employees on a statewide basis.</u> The decision of the arbitrator or arbitrators <u>arbitration panel</u> shall be final and binding upon the Commission and all school employees and school employers. The decision shall not be subject to ratification.</p> <p>(5) Upon the petition of a <u>Commission member majority of the employer or the employee members</u> within not more than 15 days following the arbitration decision, a Superior Court shall vacate the decision if:</p>

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<p>(A) it was procured by corruption, fraud, or other undue means;</p> <p>(B) there was evident partiality or prejudicial misconduct by the arbitrator or arbitrators;</p> <p>(C) the arbitrator or arbitrators exceeded their power or rendered a decision requiring a person to commit an act or engage in conduct prohibited by law; or</p> <p>(D) there is an absence of substantial evidence on the record as a whole to support the decision.</p> <p>(6) At any time prior to the issuance of a decision by the arbitrator or arbitrators, the Commission may notify the arbitrator or arbitrators of any additional issues on which a majority of the representatives of school employees and of the representatives of school employers have reached agreement.</p> <p>(7) If any provision of this subsection is inconsistent with any other provision of law governing arbitration, this subsection shall govern.</p> <p>(c) The arbitrator or arbitrators shall have the authority to address complaints that either party has engaged in or is engaging in unfair bargaining practices, including a refusal to bargain in good faith. If the arbitrator or arbitrators find upon a preponderance of the evidence that a party has engaged in or is engaging in any unfair bargaining practice, the arbitrator or arbitrators may include in the decision a remedy for the unfair bargaining practice that is consistent with the provisions of 21 V.S.A. § 1727(d).</p>	<p>(A) it was procured by corruption, fraud, or other undue means;</p> <p>(B) there was evident partiality or prejudicial misconduct by the arbitrator or arbitration panel or by one or more individual arbitrators;</p> <p>(C) the arbitrator or arbitrators arbitration panel exceeded their its power or rendered a decision requiring a person to commit an act or engage in conduct prohibited by law; or</p> <p>(D) there is an absence of substantial evidence on the record as a whole to support the decision.</p> <p>(6) At any time prior to the issuance of a decision by the arbitrator or arbitrators arbitration panel, the Commission may notify the arbitrator or arbitrators panel of any additional issues on which a majority of the representatives of school employees and of the representatives of school employers have reached agreement.</p> <p>(7) If any provision of this subsection is inconsistent with any other provision of law governing arbitration, this subsection shall govern.</p> <p>(c) The arbitrator or arbitrators Vermont Labor Relations Board shall have the authority to address complaints that either party has engaged in or is engaging in unfair bargaining practices, including a refusal to bargain in good faith. If the arbitrator or arbitrators find Board finds upon a preponderance of the evidence that a party has engaged in or is engaging in any unfair bargaining practice, the arbitrator or arbitrators it may include in the decision a remedy for the unfair bargaining practice that is consistent with the provisions of 21 V.S.A. § 1727(d).</p>

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Sec. 7. EFFECTIVE DATE <u>This act shall take effect on passage.</u>	Sec. 7. EFFECTIVE DATE <u>This act shall take effect on passage.</u>