

1 S.228  
2 Introduced by Senators Vyhovsky, Hardy, Perchlik, Plunkett, Ram Hinsdale,  
3 Watson and White  
4 Referred to Committee on  
5 Date:  
6 Subject: Executive; State Employees Labor Relations Act; subjects for  
7 bargaining; State employees  
8 Statement of purpose of bill as introduced: This bill proposes to require the  
9 Executive Branch to negotiate remote, in-person, and hybrid work standards  
10 for State employees through the collective bargaining process.

11                   An act relating to collective bargaining over remote, in-person, and hybrid  
12                   work standards for State employees

13                   It is hereby enacted by the General Assembly of the State of Vermont:

14                   Sec. 1. 3 V.S.A. § 904 is amended to read:

15                   **§ 904. SUBJECTS FOR BARGAINING**

16                   (a) All matters relating to the relationship between the employer and  
17                   employees shall be the subject of collective bargaining except those matters  
18                   that are prescribed or controlled by statute. The matters appropriate for  
19                   collective bargaining to the extent they are not prescribed or controlled by  
20                   statute include:

1 (1) wages, salaries, benefits, and reimbursement practices relating to  
2 necessary expenses and the limits of reimbursable expenses;

3 (2) minimum hours per week;

4 (3) working conditions;

5 (4) overtime compensation and related matters;

6 (5) leave compensation and related matters;

7 (6) reduction-in-force procedures;

8 (7) grievance procedures, including whether an appeal to the Vermont  
9 Labor Relations Board or binding arbitration, or both, will constitute the final  
10 step in a grievance procedure;

11 (8) terms of coverage and amount of employee financial participation in  
12 insurance programs, except that the Department of State's Attorneys and  
13 Sheriffs and the deputy State's Attorneys, other employees of the State's  
14 Attorneys' offices, and deputy sheriffs paid by the State pursuant to 24 V.S.A.  
15 § 290(b) shall not bargain in relation to terms of coverage and the amount of  
16 employee financial participation in insurance programs;

17 (9) rules for personnel administration, except the following: rules  
18 relating to persons exempt from the classified service under section 311 of this  
19 title and rules relating to applicants for employment in State service and  
20 employees in an initial probationary status, including any extension or  
21 extensions thereof, provided the rules are not discriminatory by reason of an

1 applicant's race, color, creed, sex, national origin, sexual orientation, gender  
2 identity, ancestry, place of birth, age, or physical or mental condition; ~~and~~  
3 (10) the manner in which to enforce an employee's obligation to pay the  
4 collective bargaining service fee; ~~and~~

5 (11) terms and conditions of remote, in-person, and hybrid work  
6 standards for individuals employed on a permanent or limited-status basis by  
7 the State of Vermont.

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9 Sec. 2. EFFECTIVE DATE

10 This act shall take effect on passage.