

**Vermont Labor Relations Board
Fiscal Year 2027 Budget Request**

**Judith L. Dillon, Esq.,
Executive Director**



Photo Credit: Amy Tucker



Fiscal Year 2027 Budget Request

**V E R M O N T
L A B O R R E L A T I O N S
B O A R D**

Judith L. Dillon, Esq., Executive Director

Budget Development

Holly S. Ferrant, AoA Chief Financial Officer

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Officer Harmony Wilder, Finance Director II

Harley Oliver, Finance Director II

*Fiscal Year 2027 Budget Request
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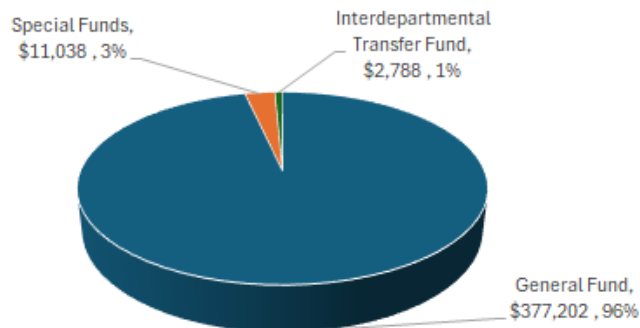
**V E R M O N T
L A B O R R E L A T I O N S
B O A R D**

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Vermont Labor Relations Board FY2027 Governor's Recommend Budget

MISSION: The Vermont Labor Relations Board ("VLRB" "Board") is charged with resolving labor relations disputes under the State Employees Labor Relations Act, Municipal Employee Relations Act, Labor Relations for Teachers Act, State Labor Relations Act, Judiciary Employees Labor Relations Act, Independent Direct Support Providers Labor Relations Act, and Early Care and Education Providers Labor Relations Act. The Board determines appropriate bargaining units, conducts representation elections, and adjudicates unfair labor practice charges in cases involving relations between employers (State of Vermont, Vermont State Colleges, University of Vermont, municipal employers, school districts, and small private employers) and their employees. In addition, with respect to the State, State Colleges and UVM, the Board makes final determinations on employee grievances and aids in resolving disputes. Further, there are other statutory provisions granting the Board jurisdiction to resolve disputes in various areas.

FY2027 Governor's Recommended Budget
(\$.391 millions)



FY 2027 SUMMARY & HIGHLIGHTS

- The Vermont Relations Board budget total is \$391,028 which is an 8.2% or \$29,735 total increase from the FY2026 budget.
- This increase is primarily caused by the \$19,270 increase in operating costs and an increase in salary and benefits of \$10,465. The operating costs increase is mostly attributable to the \$12,169 increase in ADS ISF annual allocation and \$7,318 for the new AoA FSD Agency fee paid for financial and budgetary services to the VLRB.
- 96% of this budget is paid for by General Fund, 3% is Special Funds and 1% is Interdepartmental Transfer Funds.
- The number of cases filed with the Board increased by 29% last calendar year, and the Board closed fifty cases.
- The Board has been operating with only one neutral member since the beginning of 2025. A second neutral member has yet to be appointed.
- The Board is coordinating with ADS to develop a docketing/case management system to improve efficiency and will be using its carryforward funds for purchasing a system/program from an outside vendor.

Fiscal Year 2027 Budget Development Form: State Labor Relations Board

	General \$\$	Special \$\$	Interdept'l Transfer \$\$	Total \$\$
Approp #1 [1270000000]: State Labor Relations Board	351,717	6,788	2,788	361,293
FY 2026 Approp				
Other Changes: (Please insert changes to your base appropriation that occurred after the passage of the FY 2026 budget]				0
FY 2026 Other Changes	0	0	0	0
Total Approp. After FY 2026 Other Changes	351,717	6,788	2,788	361,293
CURRENT SERVICE LEVEL/CURRENT LAW	25,485	4,250	0	29,735
<i>Personal Services</i>	<i>10,465</i>	<i>0</i>	<i>0</i>	<i>10,465</i>
500000: Salary & Wages: Classified Employees	40,528			40,528
500010: Salary & Wages: Exempt Employees				
501500: Health Insurance: Classified Employees	(19,609)			(19,609)
501510: Health Insurances: Exempt Employees				
502000: Retirement: Classified Employees	11,299			11,299
502010: Retirement: Exempt Employees				
All Other Employee Payroll Related Fringe Benefits	2,405			2,405
504040: VT Family & Medical Leave Insurance Premium	150			150
504045: Child Care Contribution	179			179
505200: Workers' Compensation Insurance Premium	55			55
508000: Vacancy Turnover Savings	(5,313)			(5,313)
Decrease Per Diem	(19,229)			(19,229)
				0
<i>Operating Expenses</i>	<i>15,020</i>	<i>4,250</i>	<i>0</i>	<i>19,270</i>
515010: Fee-for-Space Charge	1,148			1,148
516000: Insurance Other Than Employee Benefits	(30)			(30)
516010: Insurance - General Liability	19			19
516671: VISION/ISD	(830)			(830)
516685: ADS Allocated Charge	12,169			12,169
519006: Human Resources Services	158			158
523620: Single Audit Allocation				0
Publish Updates to VLRB treatise		4,250		4,250
New Agency Fee - FSD MOU	7,318			7,318
Decrease Rental - Auto	(590)			(590)
Increase in Travel Expenses	200			200
Decrease in Miscellaneous Operating Expenses	(4,683)			(4,683)
Increase ADS Service Level Agreement	141			141
<i>Grants</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
				0
Subtotal of Increases/Decreases	25,485	4,250	0	29,735
FY 2027 Governor Recommend	377,202	11,038	2,788	391,028
State Labor Relations Board FY 2026 Appropriation	351,717	6,788	2,788	361,293
Reductions and Other Changes	0	0	0	0
FY 2026 Total After Other Changes	351,717	6,788	2,788	361,293
TOTAL INCREASES/DECREASES	25,485	4,250	0	29,735
State Labor Relations Board FY 2027 Governor Recommend	377,202	11,038	2,788	391,028

Programs

Labor Relations Board

Program Name	Program Purpose and Context	Program Services Provided	Program Website	Additional Reporting Links	Data Steward Email	Primary Outcome
Labor Relations Board	Unfair labor practices, grievances, dispute resolution, elections.	Facilitate union elections, resolve and adjudicate Grievances, Unfair Labor Practices, and other matters authorized by the Legislature.	https://www.vlrb.vermont.gov		judith.dillon@vermont.gov	Vermont Has Open, Effective, and Inclusive Government

Measures

Labor Relations Board

Program Name	Measure	Measure Type	Unit Type	Polarity	Reporting Period	2021	2022	2023	2024	2025	Target	Notes
Labor Relations Board	Average days between contested case file and closed (days)	Quality	Number	Lower is Better	CY	148.00	171.00	158.00	192.00	337.00	365	For the first time, the Board separated elections out of this average for greater transparency and to more accurately reflect the duration of contested cases which include discovery, hearings, and briefings.
Labor Relations Board	Number of cases closed	Quantity	Number	Higher is Better	CY	43.00	45.00	32.00	68.00	50.00		
Labor Relations Board	Number of cases filed	Quantity	Number	No Polarity	CY	48.00	51.00	41.00	48.00	62.00		
Labor Relations Board	Number of election petitions filed	Quantity	Number	No Polarity	CY	13.00	11.00	9.00	19.00	19.00		
Labor Relations Board	Number of certification orders	Quantity	Number	No Polarity	CY	13.00	9.00	8.00	19.00	17.00		
Labor Relations Board	Percent of cases affirmed by Vermont	Quality	Percent	Higher is Better	CY	0.50	-	1.00	1.00	0.66	1	

**Vermont Labor Relations Board
Major Budget Object Comparison**

Source of Funds Detail - General Fund

General Fund	FY 2026 Appropriation Act	FY 2027 Governor Recommended	Difference	% Change
Personal Services	\$ 285,581.00	\$ 296,046.00	\$ 10,465.00	3.7%
Operating Expenses	\$ 66,136.00	\$ 81,156.00	\$ 15,020.00	22.7%
Grants	\$ -	\$ -	\$ -	
Subtotal General Fund	\$ 351,717.00	\$ 377,202.00	\$ 25,485.00	7.2%

Source of Funds Detail - Special Fund

Special Fund	FY 2026 Appropriation Act	FY 2027 Governor Recommended	Difference	% Change
Personal Services	\$ 6,788.00	\$ 6,788.00	\$ -	0.0%
Operating Expenses	\$ -	\$ 4,250.00	\$ 4,250.00	#DIV/0!
Grants	\$ -	\$ -	\$ -	
Subtotal Special Fund	\$ 6,788.00	\$ 11,038.00	\$ 4,250.00	62.6%

Source of Funds Detail - Interdepartmental Transfer Fund

Interdepartmental Transfer Fund	FY 2026 Appropriation Act	FY 2027 Governor Recommended	Difference	% Change
Personal Services	\$ 2,788.00	\$ 2,788.00	\$ -	0.0%
Operating Expenses	\$ -		\$ -	0.0%
Grants	\$ -		\$ -	0.0%
Subtotal Intdepartmental Transfer Fund	\$ 2,788.00	\$ 2,788.00	\$ -	0.0%
Grand Total	\$ 361,293.00	\$ 391,028.00	\$ 29,735.00	8.2%

FY2025 - FY2026 CARRYFORWARD

Annually the General Assembly authorizes the Commissioner of Finance and Management to allow unspent appropriations from the General Fund to carryforward. The following table reflects the carryforward authorized by the Commissioner in FY2026 for the Vermont Labor Relations Board.

Labor Relations Board Dept ID 1270000000:

	FY2026 Appropriation	FY2025 Carryforward	% of FY2026 Appropriation
General Fund:			
Vermont Labor Relations Board	\$ 401,846.72	\$ 50,129.72	12%
Total General Fund:	\$ 401,846.72	\$ 50,129.72	12%

Labour Relations Board Carryforward Plan for One-Time Expenditures:

- 1) The Board wants to acquire an electronic case management and portal-based filing system for its elections, grievances, unfair labor practices, and other matters within its jurisdiction.
- 2) The Board will use the funds to replace outdated equipment and furniture for the incoming Clerk such as new chair, laptop, keyboard, standing desk and monitor.
- 3) Improve conference room/hearing room to make hearings more accessible to Board members and the people it serves.

**State of Vermont
FY2027 Governor's Recommended Budget
Rollup Report**

**Organization: 1270000000 - State Labor Relations Board
Sec No: B.135
BU: 01270**

Budget Object Group: 1. PERSONAL SERVICES

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Salaries and Wages	158,489	146,502	146,502	181,717	35,215	24.0%
Fringe Benefits	104,170	108,850	108,850	103,329	-5,521	-5.1%
Per Diem & Other Pers Services	9,163	39,805	39,805	20,576	-19,229	-48.3%
Budget Object Group Total: 1. PERSONAL SERVICES	271,822	295,157	295,157	305,622	10,465	3.5%

Budget Object Group: 2. OPERATING

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	FY2027 Governor's Recommended to FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Equipment	0	500	500	500	0	0.0%
IT/Telecom Services and Equipment	8,556	10,168	10,168	21,648	11,480	112.9%
Other Operating Expenses	83	90	90	90	0	0.0%
Other Rental	155	1,140	1,140	550	-590	-51.8%
Other Purchased Services	5,160	12,819	12,819	20,104	7,285	56.8%
Property Rental	24,199	22,461	22,461	23,609	1,148	5.1%
Supplies	2,506	3,258	3,258	3,005	-253	-7.8%
Travel	4,997	15,700	15,700	15,900	200	1.3%
Budget Object Group Total: 2. OPERATING	45,656	66,136	66,136	85,406	19,270	29.1%

Budget Object Group: 3. GRANTS

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
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Budget Object Group Total: 3. GRANTS	0	0	0	0	0	#DIV/0!
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Total Expenditures	317,478	361,293	361,293	391,028	29,735	8.2%
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Fund Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
General Funds	313,584	351,717	351,717	377,202	25,485	7.2%
Special Fund	3,894	6,788	6,788	11,038	4,250	62.6%
IDT Funds	0	2,788	2,788	2,788	0	0.0%
Funds Total	317,478	361,293	361,293	391,028	29,735	8.2%

Position Count	2.0
FTE Total	1.8

**State of Vermont
FY2027 Governor's Recommended Budget
Detail Report**

Organization: 127000000 - State Labor Relations Board

Sec No: B.135

BU: 01270

Budget Object Group: 1. PERSONAL SERVICES

		FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Salaries and Wages	FY2025 Actuals					
Description						
500000 - Salaries	158,489	0	0	0	0	0.0%
500010 - Exempt	0	146,502	146,502	187,030	40,528	27.7%
508000 - Vacancy Turnover Savings	0	0	0	-5,313	-5,313	0.0%
Total: Salaries and Wages	158,489	146,502	146,502	181,717	35,215	24.0%

		FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Fringe Benefits	FY2025 Actuals					
Description						
501000 - FICA	11,095	0	0	0	0	0.0%
501010 - FICA - Exempt	0	11,207	11,207	13,624	2,417	21.6%
501500 - Health Insurance	57,773	0	0	0	0	0.0%
501510 - Health Ins - Exempt	0	64,311	64,311	44,702	-19,609	-30.5%
502000 - Retirement	30,503	0	0	0	0	0.0%
502010 - Retirement - Exempt	0	29,081	29,081	40,380	11,299	38.9%
502500 - Dental Insurance	2,111	0	0	0	0	0.0%
502510 - Dental - Exempt	0	1,706	1,706	1,758	52	3.0%
503000 - Life Insurance	878	0	0	0	0	0.0%
503010 - Life Ins - Exempt	0	630	630	497	-133	-21.1%
503500 - Long Term Disability	267	0	0	0	0	0.0%
503510 - LTD - Exempt	0	247	247	314	67	27.1%
504000 - Employee Assistance Program	70	0	0	0	0	0.0%
504010 - EAP - Exempt	0	74	74	76	2	2.7%
504040 - VT Family & Medical Leave Ins	590	544	544	694	150	27.6%

504045 - Child Care Contribution Exp	551	644	644	823	179	27.8%
505200 - Workers Comp - Ins Premium	331	406	406	461	55	13.5%
Total: Fringe Benefits	104,170	108,850	108,850	103,329	-5,521	-5.1%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Contracted and 3rd Party Service						
Description						
Total: Contracted and 3rd Party Service	0	0	0	0	0	0.0%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
PerDiem and Other Personal Services						
Description						
506000 - Per Diem	5,269	30,229	30,229	11,000	-19,229	-63.6%
506220 - Transcripts	3,894	9,576	9,576	9,576	0	0.0%
Total: PerDiem and Other Personal Services	9,163	39,805	39,805	20,576	-19,229	-48.3%

Total: 1. PERSONAL SERVICES	271,822	295,157	295,157	305,622	10,465	3.5%
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Budget Object Group: 2. OPERATING

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Equipment						
Description						
522410 - Office Equipment	0	500	500	500	0	0.0%
Total: Equipment	0	500	500	500	0	0.0%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
IT/Telecom Services and Equipment						
Description						
516605 - ADS VOIP Exp	519	715	715	715	0	0.0%
516659 - Telecom-Wireless Phone Service	90	0	0	0	0	0.0%
516660 - ADS Service Level Agreement	2,172	0	0	141	141	0.0%

516671 - IT Inter Svc Cost-VISION/ISD	2,315	2,446	2,446	1,616	-830	-33.9%
516672 - IT Inter Svc Cost ADS Telephon	0	1,730	1,730	1,730	0	0.0%
516685 - IT Inter Svc ADS Allocated Fee	2,561	2,792	2,792	14,961	12,169	435.9%
522216 - Hardware-Desktop & Laptop PCs	0	1,235	1,235	1,235	0	0.0%
522258 - Hardware-Pers Mobile Devices	899	1,250	1,250	1,250	0	0.0%
Total: IT/Telecom Services and Equipment	8,556	10,168	10,168	21,648	11,480	112.9%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
IT Repair and Maintenance Services						
Description						
Total: IT Repair and Maintenance Services	0	0	0	0	0	0.0%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Other Operating Expenses						
Description						
523620 - Single Audit Allocation	83	90	90	90	0	0.0%
Total: Other Operating Expenses	83	90	90	90	0	0.0%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Other Rental						
Description						
514550 - Rental - Auto	155	1,140	1,140	550	-590	-51.8%
Total: Other Rental	155	1,140	1,140	550	-590	-51.8%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Other Purchased Services						
Description						
516000 - Insurance other than Empl Bene	97	96	96	66	-30	-31.3%
516010 - Insurance - General Liability	1,273	1,549	1,549	1,568	19	1.2%
516500 - Dues	0	700	700	700	0	0.0%
516550 - Licenses	432	420	420	450	30	7.1%

517000 - Printing and Binding	0	0	0	4,250	4,250	0.0%
517020 - Photocopying	822	4,250	4,250	1,750	-2,500	-58.8%
517100 - Registration for Meetings&Conf	0	550	550	550	0	0.0%
517200 - Postage	555	3,460	3,460	1,500	-1,960	-56.6%
519005 - Agency Fee	235	0	0	7,318	7,318	0.0%
519006 - Human Resources Services	1,746	1,794	1,794	1,952	158	8.8%
Total: Other Purchased Services	5,160	12,819	12,819	20,104	7,285	56.8%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Property and Maintenance						
Description						
Total: Property and Maintenance	0	0	0	0	0	0.0%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Property Rental						
Description						
515010 - Fee For Space Charge	24,199	22,461	22,461	23,609	1,148	5.1%
Total: Property Rental	24,199	22,461	22,461	23,609	1,148	5.1%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Supplies						
Description						
520000 - Office Supplies	912	1,000	1,000	1,000	0	0.0%
520700 - Food	23	558	558	305	-253	-45.3%
521500 - Books&Periodicals-Library/Educ	0	300	300	300	0	0.0%
521510 - Subscriptions	1,570	1,400	1,400	1,400	0	0.0%
Total: Supplies	2,506	3,258	3,258	3,005	-253	-7.8%

	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Travel						
Description						
518300 - Travl-Inst-Auto Mileage-Nonemp	1,107	2,750	2,750	2,750	0	0.0%
518320 - Travel-Inst-Meals-Nonemp	160	1,250	1,250	1,250	0	0.0%

518500 - Travel-Outst-Auto Mileage-Emp	48	0	0	50	50	0.0%
518510 - Travel-Outst-Other Trans-Emp	161	2,500	2,500	2,500	0	0.0%
518520 - Travel-Outst-Meals-Emp	144	750	750	750	0	0.0%
518530 - Travel-Outst-Lodging-Emp	1,297	3,000	3,000	3,000	0	0.0%
518540 - Travel-Outst-Incidentals-Emp	95	0	0	0	0	0.0%
518700 - Trav-Outst-AutoMileage-Nonemp	840	750	750	900	150	20.0%
518710 - Trvl-Outst-Other Trans-Nonemp	0	700	700	700	0	0.0%
518720 - Travel-Outst-Meals-Nonemp	110	1,500	1,500	1,500	0	0.0%
518730 - Travel-Outst-Lodging-Nonemp	993	2,500	2,500	2,500	0	0.0%
518740 - Trvl-Outst-Incidentals-Nonemp	42	0	0	0	0	0.0%
Total: Travel	4,997	15,700	15,700	15,900	200	1.3%

Total: 2. OPERATING	45,656	66,136	66,136	85,406	19,270	29.1%
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Budget Object Group: 3. GRANTS

Grants Rollup	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
Total: Grants Rollup	0	0	0	0	0	0.0%
Total: 3. GRANTS	0	0	0	0	0	0.0%

Total Expenditures	317,478	361,293	361,293	391,028	29,735	8.2%
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Fund Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
General Funds	313,584	351,717	351,717	377,202	25,485	7.2%
Special Fund	3,894	6,788	6,788	11,038	4,250	62.6%
IDT Funds	0	2,788	2,788	2,788	0	0.0%
Funds Total	317,478	361,293	361,293	391,028	29,735	8.2%

Position Count	2.0
FTE Total	1.8

**State of Vermont
FY2027 Governor's Recommended Budget
Position Summary Report**

Organization: 1270000000 - State Labor Relations Board

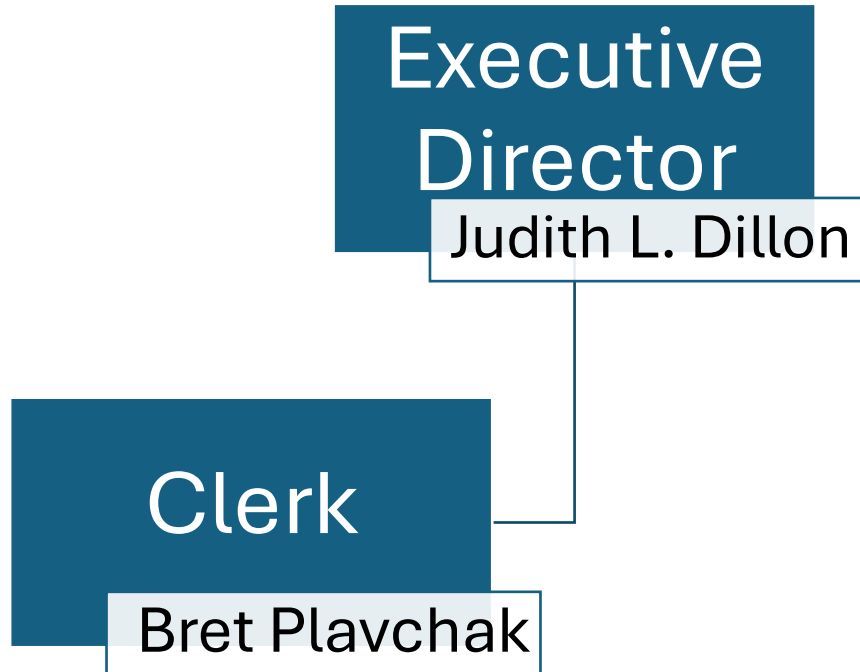
Sec No: B.135

BU: 01270

Position Number	Classification	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
817001	[95010E] Executive Director	1	1	\$140,754	\$59,522	\$10,312	\$210,588
817003	[95490E] Clerk Vt Labor Relations Bd	.8	1	\$46,276	\$29,722	\$3,312	\$79,310
Total		1.8	2	\$187,030	\$89,244	\$13,624	\$289,898

Fund #	Fund Name	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
10000	10000 - General Fund	1.8	2	\$187,030	\$89,244	\$13,624	\$289,898
Total		1.8	2	\$187,030	\$89,244	\$13,624	\$289,898

ORGANIZATIONAL CHART FOR
VERMONT LABOR RELATIONS BOARD



**State of Vermont
 FY2027 Governor's Recommended Budget
 Interdepartmental Transfers Inventory Report**

Organization: 1270000000 - State Labor Relations Board

Sec No: B.135

BU: 01270

Fund Name	Sending Org	Sending Org Sec No.	Justification	Budget Request Amount
21500 - Inter-Unit Transfers Fund	2100001000 - Attorney General	B.200	Transcript fees estimate	\$2,788
Total				\$2,788

Fund Name	Budget Request Amount
21500 - Inter-Unit Transfers Fund	\$2,788
Total	\$2,788

VERMONT LABOR RELATIONS BOARD

FY 2027 Budget Narrative

Department/Program Description

The Vermont Labor Relations Board is charged with resolving labor relations disputes under the State Employees Labor Relations Act, Municipal Employee Relations Act, Labor Relations for Teachers Act, State Labor Relations Act, Judiciary Employees Labor Relations Act, Independent Direct Support Providers Labor Relations Act, and Early Care and Education Providers Labor Relations Act. The Board also determines appropriate bargaining units, conducts representation elections, and adjudicates unfair labor practice charges in cases involving relations between employers (State of Vermont, Vermont State Colleges, University of Vermont, municipal employers, school districts, and small private employers) and their employees. The Board makes final determinations on employee grievances and mediates and aids in resolving labor and management disputes involving the State, State Colleges/University, and UVM. In addition, the Board has jurisdiction to order mediation to resolve bargaining disputes and resolve other disputes in various areas directed by statute.

The Board should consist of six citizen members, comprised of two members with a management background, two members with a labor background, and two members who are neutral, not affiliated with either labor or management. Unfortunately, over the last year and as of this writing, the Board has been operating with only one neutral member. The Board has had the use of only one neutral, because a second neutral has yet to be appointed by the Governor.

The Board has two employees - a full-time Executive Director and a part-time (32 hours per week) Clerk.

Key Budget Issues

The Governor's proposed FY 2027 General Fund budget of \$391,028, for the Board represents an increase of \$29,735 from its FY 2026 budget, or an 8.2% increase. The increase is due to the following:

- The increase is primarily caused by the \$19,270 increase in operating costs, comprised of \$12,169 increase in ADS ISF annual allocation of \$12,169, and \$7,318 for the new AoA FSD Agency fee paid for financial and budgetary services to the VLRB.
- The increase also reflects the salary and benefits increase of \$10,465, which includes the ABI FY 2026, and merit increase for the Executive Director.
- The per diem line item has been decreased by \$19,229.
- The Board has been coordinating with ADS to develop a docketing/case management system and identifying vendors for this system. The Board will use its carryforward funds on this system.

Key Achievements and Obstacles

In 2025, the number of cases filed with the Board increased by 29%. Over the year, the Board resolved fifty cases, Board member panels met seventeen times to deliberate contested matters and met as a full Board for four full Board meetings.

The Board members also participated in the ballot assembly process and ballot counting for a large election involving employees of the Department of Corrections. The Board and Board staff handled the increase in case filings and resolution of fifty cases, despite the following challenges: the Board operated with only one neutral in 2025 and was operating without a Clerk for three months.

The Board cannot hold hearings or resolve matters without the participation of one management member, one neutral member, and one labor member. In 2024, two neutral Board members announced their retirement from the Board. One neutral ended their tenure at the end of 2024. The second neutral continued working on matters through April 2025. The Governor appointed only one neutral in May 2025, Gwenna Peters, and she began sitting on panels and performing work for the Board in June 2025. Unfortunately, the Governor has yet to appoint a second neutral member, which means the one neutral has had to serve on all panels and deliberations. This has created a burden on the neutral member, impacts on the ability of the Board to hold hearings, and compromises the efficiency of the Board.

The long-serving Clerk resigned in June, and a new Clerk was hired in September 2025. During the intervening months, the Executive Director performed the work of both the Clerk and Executive Director.

Goals/Objectives/Performance Measures

A major goal of the Board is to ensure that cases are resolved fairly, justly, and expeditiously. The Board accomplishes this task through assisting the parties to resolve their disputes through settlement or through contested hearings and Board decisions. Through its decisions, the Board has developed a substantial body of labor relations law that provides guidance to labor and management in the state. This precedent provides for consistency and security among the workforce and management. A secure and stable workforce helps grow the economy and promotes safe and stable communities. The Board's extensive website provides the public, practitioners, and litigants with easy access to its decisions and rules.

The ability of the Board to achieve its goal of resolving cases is significantly impacted by the Board's workload each year and the funds appropriated to support the Board's efforts. The number of cases filed in 2025 was 62, which represents a 29% increase over the prior year. The Board is working with ADS to identify its needs for a docketing/case management system to improve efficiency in its management and disposition of cases before the Board. The Board plans to use most of its FY 2025 carryforward funds towards this effort which will likely require contracting with a third-party vendor for the required system.

The Board held hearings on three (3) matters, in 2025, for a total of three (3) hearing days. The number of hearing days is significantly lower than the previous ten-year average of 14. The average length of hearing days per case was 1, less than the ten-year average of 1.5.

Throughout the year, Board members met either in person or remotely seventeen (17) times to deliberate on matters pending before the Board.

The stipend for Board member per diem has not changed in twenty years. To reflect the increase in cost of living and passage of time, as well as the knowledge, capacity, and attention required of Board members to perform their work, the Board requested an increase in the per diem stipend for Board members. The Administration, however, denied the request. As demonstrated by the year-long lapse in appointment of a second neutral, there are already challenges to Board recruitment, increasing the stipend may increase the pool of new and diverse Vermonters willing to serve on the Board.

The Board has developed several quantitative and qualitative performance measures to determine whether the strategies adopted by the Board are having a positive impact on indicators for assessing whether the Board is achieving its goal of just and expeditious resolution of labor relations disputes. For greater transparency, and to more accurately reflect the duration of contested cases, like Grievances and Unfair Labor Practices, as distinguished from elections, the Board has created two separate categories for tracking the duration of matters before the Board. The first tracks the duration of Unfair Labor Practice and Grievances. The duration of cases appears larger when compared to 2025, because the aggregate no longer includes elections, which do not include discovery, which prolongs the length of matters, and most do not include hearings or briefing. The second includes election matters, which are shorter in duration.

The following table outlines quantitative and qualitative performance measures, and the data for the calendar year 2025, and the four previous years:

Performance Measures	2021	2022	2023	2024	2025
<i>Cases Filed</i>	53	51	45	48	62
<i>Cases Closed</i>	44	48	26	68	50
<i>Percentage of Cases Closed by Settlement or Withdrawal</i>	43	43	50	43	46
<i>Cases Open at End of Year</i>	23	32	42	22	34
<i>Board Hearing Days</i>	12	17	17	6	3
<i>Cases Heard</i>	8	10	11	4	3
<i>Average Days Between Case Filing and Case Closing</i>	148	171	177	192	337 ¹
<i>Average Days Between Election Petition Filing and Order of Certification</i>					47

¹ For the first time the Board separated elections from Unfair Labor Practice and Grievances. Orders of Certification are issued at least 10 business days (approximately two weeks) after any election to allow for Objections to be filed.