

Health Benefits as a Subject of Collective Bargaining

House Committee on Health Care

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Labor Relations for Teachers & Administrators Act, 21 V.S.A. § 2004

(a) The school board, through its negotiations council, shall, upon request, negotiate with representatives of the teachers' or administrators' organization negotiations council on matters of salary, related economic conditions of employment, the manner in which it will enforce an employee's obligation to pay the agency fee, procedures for processing complaints and grievances relating to employment, and any mutually agreed-upon matters not in conflict with the statutes and laws of the State of Vermont.

(b) As used in this section, the terms "salary" and "related economic conditions of employment" **shall not include health care benefits or coverage other than stand-alone vision and dental benefits.** Health care benefits and health coverage, excluding stand-alone vision and dental benefits but including health reimbursement arrangements and health savings accounts, shall not be subject to collective bargaining pursuant to this chapter, but shall be determined pursuant to chapter 61 of this title.

2

State Employees Labor Relations Act 3 V.S.A. § 904. Subjects for bargaining

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

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

3

Judiciary Employees Labor Relations Act 3 V.S.A. § 1013. Subjects for bargaining

All matters relating to the relationship between the employer and employees are subject to collective bargaining, to the extent those matters are not prescribed or controlled by law, including: . . . (8) **terms of coverage and amount of employee financial participation in insurance programs**; . . .

4

Municipal Employees Relations Act 24 V.S.A. § 1722. Definitions

As used in this chapter: . . .

(4) "Collective bargaining" or "bargaining collectively" means the process of negotiating in good faith the wages, hours, or **conditions of employment** between a municipal employer and the exclusive bargaining agent of employees with the intent to arrive at an agreement that, when reached, shall be reduced to writing. . . .

(17) "Wages, hours, and other conditions of employment" means **any condition of employment directly affecting the economic circumstances, health, safety, or convenience of employees but excluding matters of managerial prerogative as defined in this section. For collective bargaining related to municipal school employees, "wages, hours, and other conditions of employment" shall not include health care benefits or coverage other than stand-alone vision and dental benefits.** . . .

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Any questions?

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