

A Framework for Statewide School Employee Health Benefit Negotiations
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1) Representation

- a) Employers would be represented by a council of school board members or designees.
 - i) VSBA Board is responsible for appointments, pursuant to procedures determined either in statute or by the VSBA (e.g. region diversity, urban/rural balance.)
 - ii) A council would be appointed to bargain with each of the employee bargaining units.
- b) Employees would be represented by a council of association representatives organized in two bargaining units:
 - i) Support Staff Unit
 - (1) Representing support staff members who belong to a local bargaining unit.
 - ii) Teacher Unit
 - (1) Representing licensed employees, other than administrators, who belong to a local bargaining unit.

2) Time to Bargain

- a) Keeping in mind that all healthcare provisions expire in 2019:
 - i) Bargaining must begin on or before August 1, 2018.
 - (1) At the first session, parties must receive a joint presentation by VEHI and must schedule fact-finding and agree to a fact-finder, in the event that fact-finding is needed.
 - ii) Bargaining must conclude by October 1, 2018. If not, then impasse procedures are triggered.

3) Impasse Procedures

- a) Mediated fact-finding must occur by October 15, 2018. The fact-finder must also receive a presentation from VEHI. The report must reflect clear standards in statute for the fact-finder.
 - i) The fact finder's report is due November 1. On the same day, the parties must agree to a panel of arbitrators and agree to a date for arbitration.
 - (1) One arbitrator appointed by the council of school board members
 - (2) One arbitrator appointed by the council of association representatives

- (3) One arbitrator appointed by the Governor.
 - ii) The parties have 30 days from the fact finder's report to settle, or arbitration is triggered.
 - (1) A decision must be rendered by December 21, 2018.
 - iii) The decision of the arbitration panel is final.
- 4) Incorporation into Agreements
- a) Local agreements shall incorporate all health care provisions. Local parties are prohibited from negotiating additional health care benefits and coverage including HRAs and HSAs.
- 5) Ratification
- a) Each association/bargaining council will be required to develop procedures governing ratification, with statutory guidance/parameters.
- 6) Unfair Labor Practices
- a) Adjudicated by the Vermont Labor Relations Board.