



## *Week In Action Newsletter*

September 27, 2019

Read the full newsletter with links and more content on [VSEA.org](http://VSEA.org)

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### Fall 2019 Membership Drive Launches!

After a very successful membership-recruitment initiative this past summer, VSEA is excited to announce a new membership drive for the next quarter, or the fall of 2019.

Never forget that ongoing recruitment is vital to the strength of your union!

- Members who recruit **TWO** members will receive a VSEA **insulated travel mug**;
- Members who recruit **FIVE** new members will receive a **dues holiday for a month**; and
- Members who recruit **TEN** new members will receive a check for **\$50!**

Each time you recruit a new member during the designated period (September 1 - November 30), your name is entered into a drawing. Four names will be pulled at random and winners will receive a check for **\$100!**

If you have any questions, or want a list of non-members in your area, please contact VSEA Director of Operations and Organizing Amy Kinsell by email: [akinsell@vsea.org](mailto:akinsell@vsea.org)



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## Welcome To The VSEA Board!

Here are the new faces coming to the VSEA Board of Trustees on October 1:

**District 1 Trustee** - Barre, Central Vermont (includes Montpelier) Chapter Districts -

**Beth Aiken**, Public Service Board

**District 2 Trustee** - Waterbury, Vermont State Hospital Chapter Districts -

**Brett Pierce**, Department of Public Safety

**Second Vice President** -

**Dr. Leslie Matthews**, Agency of Natural Resources

**Clerk** -

**Josh Cox**, Department of Public Safety

*Note: An orientation for the new Board members is being held on October 8. Welcome aboard!*

Find All Board of Trustees' Contact Information On VSEA.org

## Video Posts Of Keynote Speaker At VSEA's Annual Meeting

If you want to feel inspired, view and listen to the rousing "why unions matter" keynote address that UFCW Local 1445 President Jeff Bollen delivered to members and retirees attending VSEA's 75th Annual Meeting on September 14. Bollen is a leader of the successful Stop & Shop strike in April 2019.

**Watch the video by visiting:**  
<http://bit.ly/VSEA2019>

## VSC Employees & Students Not Happy With New Payroll System

The Castleton University student newspaper, the *Spartan*, reports this week on Vermont State Colleges' payroll issues after a decision was recently made to switch to a new, "cost-savings" payroll system (UltiPro). According to the story, it's not going well.

From the story:

*Chair of the Castleton [VSEA] staff union, Billie Langlois, says around 70 percent of those under her unit have come to her with issues.*

*"Confidence is not high," she said shaking her head. "Everyone has been looking on Wednesdays in our union units and other units like, 'Okay, what are we going to get paid this time?'"*

&

*Flo Keyes, head of full-time faculty union, has not personally had pay issues, but has been serving as the conduit for those who have.*

*"I fail to see how a system that's so incompetent is saving us money. I'd rather pay competent people on every campus," Keyes said. "It's really hard to deal with a faceless email as the only solution to problems that affect your ability to pay your bills."*

*Keyes and Langlois both pointed out concern for the legal aspects that need to be honored – like union contracts that guarantee wages and benefits, and a law in the state of Vermont that requires employees to be paid within two weeks of having done the work.*

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**Follow your union on Facebook!**

[facebook.com/vseaunite](https://facebook.com/vseaunite)

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## **VSEA Labor Relations Director Posts September 27 Bargaining Update**

VSEA's Non-Management, Corrections, and Supervisory Unit Bargaining Teams met jointly with State negotiators this week to conduct another session of "coordinated bargaining" on universal issues, like wages and benefits.

Labor Relations Director Gary Hoadley has posted a new meeting summary on VSEA's website. Hoadley's summaries are in the "Members Only" section of VSEA.org. Only registered users can view. Register on VSEA.org

After logging in to VSEA.org, registered members can navigate to the "Members Only" drop-down menu, located in the homepage's left-hand column. You can expand a drop-down from there and select "Negotiation Notes From VSEA Director of Labor Relations Gary Hoadley" or you can click "Member-Only Documents" and then on the following page, click the same heading.

## **Want To Literally Work For Your Union?**

VSEA headquarters is hiring. If you're a member who is interested in applying for the position listed below, please email your resume and a cover letter to [vsea@vsea.org](mailto:vsea@vsea.org). Please write "Union Representative Position" in the email's subject line.

### **Position: VSEA Union Representative**

#### **General Work Performed:**

- Reports to the Director of Field Services and Executive Director. This is a professional labor relations position whose primary

responsibility is to provide member representation in internal investigations, Loudermill proceedings and contract administration and enforcement.

#### **Specific Areas of Responsibility:**

- Administration and enforcement of seven (7) collective bargaining agreements negotiated by VSEA (Non-Management, Corrections, Supervisory, State Colleges, Judiciary, Defender General and Housing Authority). Position responsible for case assessment, complaint and grievance activity, representation for internal employment investigations. Handles all aspects of work relating to membership services in an assigned field area, including, but not limited to responding to phone calls and e-mail inquiries in a timely manner. Responsible for research, writing, preparation and presentation of grievances filed at Step 1, 2, and 3 of the grievance process, while ensuring that deadlines are met. Prepares cases for review by the VSEA Legal Committee.
- Provides professional representation in Loudermill pre-termination hearings.
- Negotiates stipulation settlement agreements on behalf of members under the direction of VSEA General Counsel and Director of Field Services.
- Assigned to one or more local and/or statewide labor management committees as a staff liaison, providing advocacy and support for member run labor teams.
- Responsible for regular worksite visits, and member contact in assigned territory or unit. Works with Chapter members and leadership to build union visibility and strength. Coordinates with other departments under the direction of the

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Director of Field Services or Executive Director to assist with internal organizing, recruitment of members and member leader recruitment and development. May assist in internal or external organizing projects upon request of Director of Field Services or Executive Director and in collaboration with the organizing department.

- Responsible for timely processing of paperwork and monthly reports, as assigned by Director, including, but not limited to monthly case review reports, timesheets, and expense reimbursements forms.
- Participation in professional development opportunities to enhance labor relations expertise and knowledge as offered or required by the Director of Field Services.
- Attends meetings on behalf of VSEA as directed by the Director of Field Services or Executive Director.
- May be assigned to act as a staff liaison to VSEA Standing Committee(s) or Executive Committee(s).
- May be required to attend local Chapter meetings as directed by the Director of Field Services or Executive Director.
- Other duties as assigned by the Director of Field Services or Executive Director.



**Now on Instagram!**

[instagram.com/vseaunite](https://www.instagram.com/vseaunite)

## **QUOTE OF THE WEEK!**

***"I think the significance of some of the mental health issues we have seen in the last 4 to 5 years is different than what we have seen in the past."***

Vermont Department of Corrections Commissioner Mike Touchette, responding in a WCAX story this week to a question about what kind of treatment an incoming inmate with mental health issues can expect while incarcerated. Touchette's observation is one that many DOC VSEA members share, and, mind you, frontline COs say they are not adequately trained to address some serious and sometimes dangerous situations.

## **Attention VSEA Stewards!**

Next VSEA Steward Training opportunity is:

Thursday, October 17  
Vermont Veterans' Home  
Luke Crispe Room  
325 North Street  
Bennington  
8:30 a.m. - 4:00 p.m.

Please RSVP to: [gnaylor@vsea.org](mailto:gnaylor@vsea.org) or call 802-262-1318.

**Hundreds Have Already Completed The VSEA Workplace Safety & Security Survey**

**Still Time!**

Safety & Security Survey:  
[www.jotform.com/vsea/2019safetyssurvey](http://www.jotform.com/vsea/2019safetyssurvey)



## TALKING POINTS:

### Mother Jones Coming To Barre's Old Labor Hall October 4

A Mother Jones musical is coming to Barre's Old Labor Hall on Friday night, October 4!

Here's a description of the show from its Facebook page:

Tickets: \$25 (\$20 students, union members, seniors) in advance online or at the door.

*This is the Vermont premier of "Mother Jones In Heaven", a musical by long time friend and benefactor of the Old Labor Hall Si Kahn.*

*The show opens as Mother Jones arrives in heaven to discover that Heaven is identical to her favorite Irish Pub. Over the course of the 75-minute performance Mother Jones looks back over her life, balancing the scales, sifting through her storied past. Moments of profound insight are woven with hilarious tales of a hellion in her prime. On the one hand, her methods and practices, on the other, her reputation and results.*

*The production stars Vivian Nesbitt in this rousing musical about the infamous labor organizer who led the charge for better working conditions and fair pay for miners, mill workers and child laborers. Mother Jones was dubbed "The Most Dangerous Woman in America" because, said a West Virginia judge, "at the crook of her little finger, she could get 8000 men to walk out on strike." Feared, revered and lauded in song and story, Mother Jones was "the grandmother of all agitators" during the late 19th and early 20th century as she spoke all over the country, from the Old Labor Hall to Congress, in support of ordinary working people*

*The story of Mother Jones forcefully reminds us how powerful one person can be in service to the betterment of others. The topic is as timely today*

*as it was when Mother Jones was organizing the working class at the turn of the last century.*

### General Motors Reinstates Strikers' Health Care!

Several news outlets reported last night on a decision by General Motors to reinstate striking workers' health care, "nine days after saying coverage would be cut off."

"General Motors thought they could leverage healthcare for tens of thousands of UAW GM workers to force the union to concede to unfair concessions. The only thing GM gained was a tarnished reputation, UAW Spokesperson Jason Kaplan tells CBS News.

More from the story:

*The company's health benefits had been one of the major areas of discussion before the strike. GM spends about \$900 million on health benefits for the roughly 49,000 hourly employees and their 69,000 dependents, the company has previously stated.*

*GM's initial offer had called for workers to cover 15% of their health costs, well beneath the national average of 28% but about five times higher than the 3% to 4% that autoworkers now pay, according to Automotive News, which cited sources familiar with the talks.*

*The UAW balked at the proposal, prompting GM to step back and offer to maintain the status quo, the industry publication reported.*

### Federal Workers Flood Capitol Hill To Denounce Administration's "Anti-Worker" Practices & Policies

Thousands of federal government employees, belonging to the American Federation of Government Employees (AFGE) and the Treasury Employees Union (NTEU) flooded the

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halls of the U.S. Congress this week for a “Day of Action” to “draw attention to [the current Administration’s] anti-worker actions, from curbs on union representation for all two million federal workers down to sudden declarations that 900 of the lowest-paid disabled workers in the Portland, Ore., Veterans Administration hospital would be laid off – with two weeks’ notice.”

[The current Administration]’s edicts, which the unions are also challenging in court, throw federal worker unions out of their small offices in federal buildings, yanked away their computers, phones and fax machines, curb due process rights for federal workers, make it easier for bosses to fire workers for no reason at all and even tell union stewards that when they defend federal workers they must do so on their own time and on their own dime.

## **Getting Ready To Retire? Retired Already? Join The VSEA Retired Members’ Chapter!**

**Contact us today to learn more:**

Phone: 802-223-5247

TOLL-FREE: 800-427-5247

Email: [VSEARetirees@gmail.com](mailto:VSEARetirees@gmail.com)

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Vermont State Employees’ Association  
155 State Street, Montpelier, VT 05602  
(802) 223-5247  
[vsea@vsea.org](mailto:vsea@vsea.org)

## **NEXT WEEK’S CALENDAR:**

### **October 1**

Coordinated Bargaining: Executive Branch  
Units

C.A.P.S.

Vermont College of Fine Arts Campus

Schulmaier Hall

32 College Street

Montpelier

8:30 a.m. - Caucus

9:00 a.m.

### **October 2**

NMU Bargaining

C.A.P.S.

Vermont College of Fine Arts Campus

Schulmaier Hall

32 College Street

Montpelier

9:00 a.m.

### **October 2**

Organizer’s Worksite Meeting: Barre

Barre City Place

219 N. Main Street

Third Floor Conference Room

Barre

12:00 p.m.

### **October 3**

Corrections Bargaining

VSEA HQ

155 State Street

Montpelier

9:00 a.m.

### **October 3**

Organizer’s Worksite Meeting: Brattleboro

State Office Building

232 Main Street

First Floor Conference Room

Brattleboro

12:15 p.m.

### **October 3**

Supervisory Bargaining

VSEA HQ

155 State Street

Montpelier

1:30 p.m.