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**VIA FIRST-CLASS MAIL AND E-MAIL**

Nicole Mace, Esq.  
Executive Director, Vermont School Boards Association  
2 Prospect Street, #4  
Montpelier, VT 05602

Dear Nicole:

You ask for advice from this office as counsel providing legal services to the Employer Commissioners on Statewide health care bargaining for school and supervisory district employees (Districts) per Act # 11 of the 2018 Special Session of the Vermont General Assembly. Specifically, you ask for our view as to whether additional legislation is needed to cover any gap in time between the mandatory expiration of all Districts' collective bargaining agreements by September 1, 2020 and the effective date of the new Statewide agreement.

Please be advised that in our opinion, no additional legislation is needed. The reason for this is that pursuant to Act #11 of the 2018 Special Session of the Vermont General Assembly, Chapter 61, Section H-24, the first agreement negotiated/ordered concerning Statewide health benefits for Districts' employees will be applicable to all Districts' collective bargaining agreements that take effect on and after July 1, 2020. This mandate will permit the Statewide commission to properly correlate its agreement with the January to December plan year currently operative for the VEHI plans currently in place for Districts. In other words, the negotiated/ordered Statewide agreement can provide that the Districts' then current plans and payment arrangements will remain in full force and effect until midnight on December 31, 2019, at which time they will be replaced by the Statewide requirements. We see no necessity for any additional legislation in order to authorize such a transitional provision.

We trust the above is properly responsive to your request. If you need further information with regard to this matter please don't hesitate to be in contact with this office.

Very truly yours,

McNeil Leddy & Sheahan P.C.  
By: Joseph E. McNeil  
Member of the Firm