LEGISLATIVE BILL REVIEW FORM: 2016

Bill Number:___H.111_____ **Name of Bill:** <u>An act relating to the removal of grievance decisions from the Vermont Labor Relations Board's Website</u>

Agency/ Dept:_DHR_____ **Author of Bill Review:**_Tom Cheney_____

Date of Bill Review:_3/16/16_____ **Related Bills and Key Players** _VSEA (Tim Belcher), Vermont Labor Relations Board (Tim Noonan)_

Status of Bill: (check one): _____Upon Introduction ___X___ As passed by 1st body _____As passed by both

Recommended Position:

__X___Support _____Oppose _____Remain Neutral _____Support with modifications identified in #8 below

Analysis of Bill

1. **Summary of bill and issue it addresses.** *Describe what the bill is intended to accomplish and why.*
   The bill changes the rules of the Vermont Labor Relations Board (VLRB) to require it to redact from the Board's website *only* the name of any grievant whom the Board exonerates of misconduct for which he or she was disciplined. The name shall not be redacted from any other version of the Board's decision. This applies to all public employees who grieve to the VLRB.

2. **Is there a need for this bill?** *Please explain why or why not.*
   The bill sponsor was contacted by at least one former grievant who was concerned that non-redacted grievance decisions, particularly those where the grievant was exonerated, are easily available online without accurate context for people such as potential employers.

3. **What are likely to be the fiscal and programmatic implications of this bill for this Department?**
   No.

4. **What might be the fiscal and programmatic implications of this bill for other departments in state government, and what is likely to be their perspective on it?**
   The VLRB will have to redact certain decisions which will be an administrative burden for its staff.

5. **What might be the fiscal and programmatic implications of this bill for others, and what is likely to be their perspective on it?** (f*or example, public, municipalities, organizations, business, regulated entities, etc)*
   N/A

6. **Other Stakeholders:**

   6.1 **Who else is likely to support the proposal and why?**
   N/A

   6.2 **Who else is likely to oppose the proposal and why?**

N/A

7. **Rationale for recommendation:**   *Justify recommendation stated above.*
   This is a pretty harmless change to the VLRB rules that will not impact our grievance process. We worked with the VSEA, in consultation with the VLRB, to propose language.

8. **Specific modifications that would be needed to recommend support of this bill***:   Not meant to rewrite bill, but rather, an opportunity to identify simple modifications that would change recommended position.*
   No.

9. **Will this bill create a new board or commission AND/OR add or remove appointees to an existing one? If so, which one and how many?**
   No.

Secretary/Commissioner has reviewed this document: _____ Date: _____