



State of Vermont
Agency of Human Services
Office of the Secretary
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Douglas A. Racine, Secretary

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To: Service Recipients
From: Douglas A. Racine, Secretary 
RE: Collective Bargaining Agreement for Independent Direct Support Providers
Date: May 27, 2014

You may be aware that last year the Vermont Legislature authorized collective bargaining between the State of Vermont and independent direct support workers. AFSCME (the American Federation of State, County and Municipal Employees) was selected by the independent direct support workers to represent them in collective bargaining. The State of Vermont and AFSCME have been engaged in collective bargaining for the past several months.

We recently learned that AFSCME has distributed materials that describe the Collective Bargaining Agreement. However, an Agreement has neither been signed nor ratified.

We understand that service recipients, family members, guardians, and many other people are interested in the details of the Collective Bargaining Agreement. We appreciate that some anxiety may exist about the impact of the Agreement on existing budgets and services. As soon as the Agreement is signed and ratified, we will disclose the terms of the Agreement, and will provide answers to many frequently asked questions. Our shared goals are to improve services, while also improving circumstances for workers.

Please know that the State and AFSCME are working diligently to finalize the Agreement and that we will provide complete details after it is finalized.

Thank you for your continued patience.