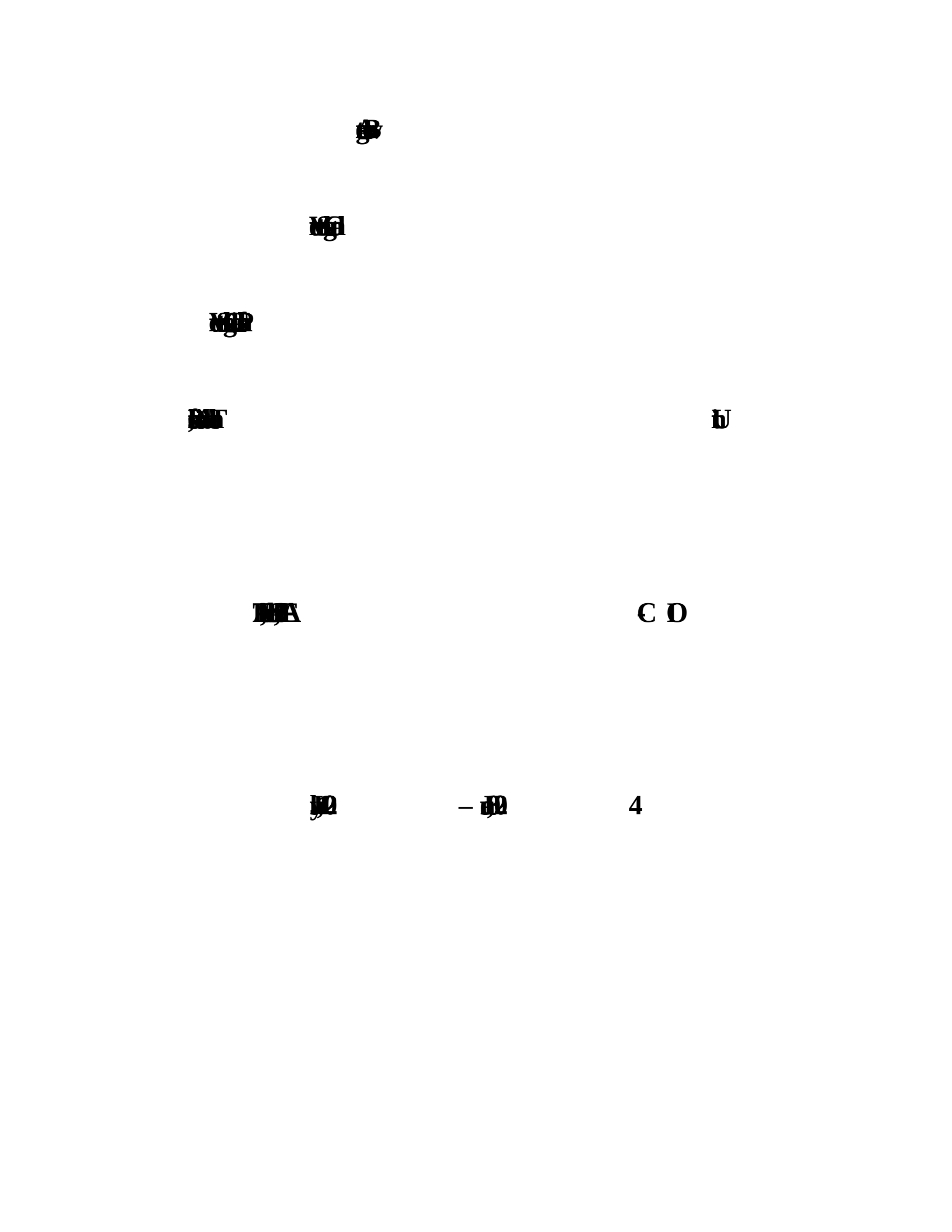


1

2

3

1 *Agreement*,

Agreement

a

b *Agreement*;

c

d

e

f

g

h

1 _____. *Agreement* ,

2 _____.

3 _____.

4 _____. *Agreement*

**NOTE: This reduction in workload is for both the PAT and the Supervisory (SUP) units total.*

5 _____ *Agreement.*

a

b

c

6 .

a

b

c

d

7 .

8 .

Agreement

1

2

3

4

a

b ;

c

d

5 *Agreement*

6 .

Agreement.

Agreement .

1

2

3

1.

2

a

b

3

4 *Agreement*

6

2

a

b

c

d

d

4

a

b

c *Agreement*

d

5

a

1

a

Agreement

Agreement

Agreem

ent.

b

a

b

c

d

e

4 .

5

a

b

6

a

9

a

b

c

d

4.

1

2

3

4 *Agreement*

5

9 [illegible] *Agreement* [illegible]

1 [illegible]

2 [illegible]

3 [illegible] *Agreement*, [illegible]

4 [illegible]

5 [illegible]

Agreement

6

7 *Agreement*

2

3

4

2

3

d

6

7

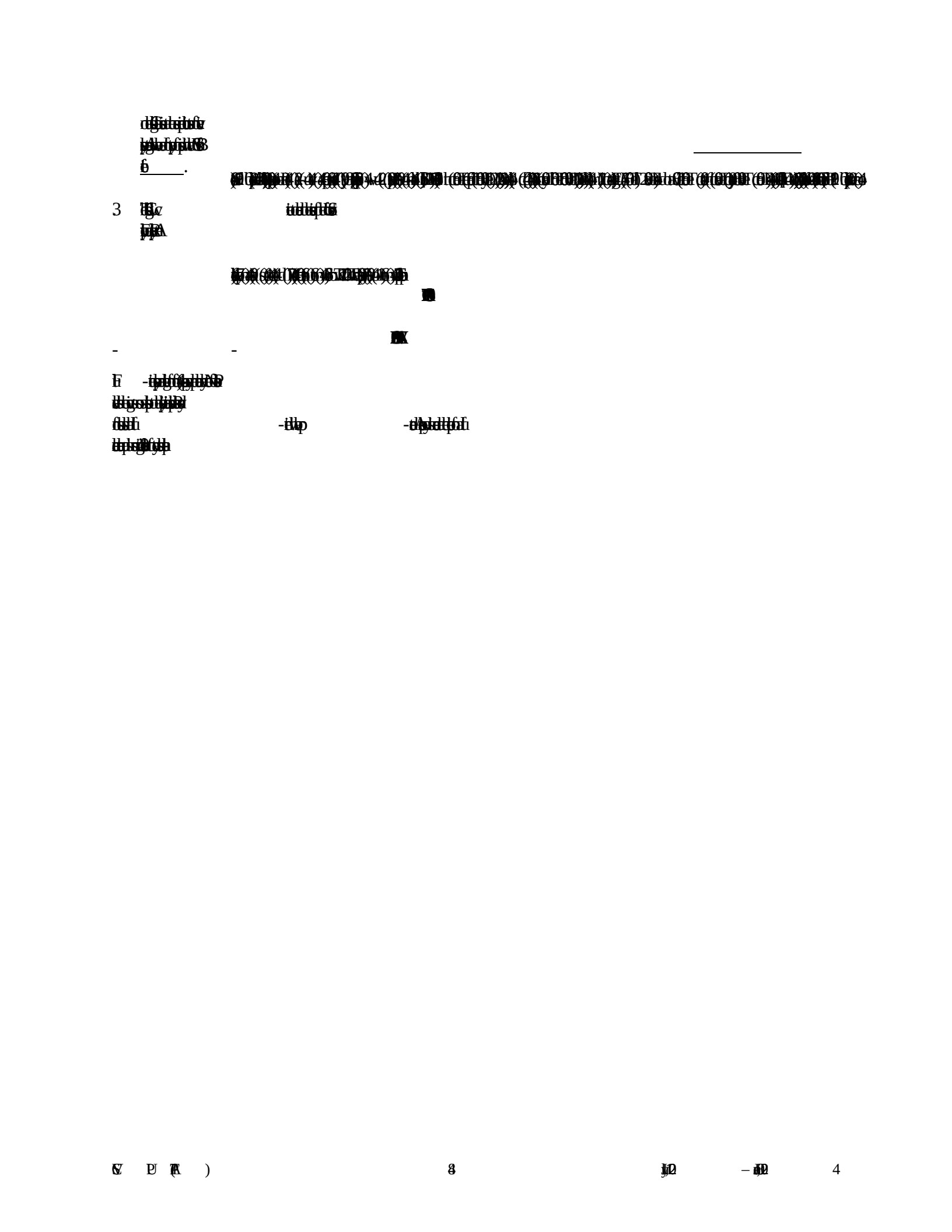
8

a

b

c

1



4 [illegible]

5 [illegible]

[illegible]

[illegible] *Agreement* [illegible]

[illegible]

1 [illegible] *Agreement* [illegible]

2 [illegible]

3 [illegible]

4 [illegible] *Agreement* [illegible]

Agreement.

In witness whereof the Vermont State Colleges has caused this instrument to be signed and sealed by its duly authorized representatives and the Vermont State Colleges United Professionals Professional, Administrative and Technical Unit has caused this instrument to be signed by its duly authorized representative this 21st day of September, 2022

FOR THE
VERMONT STATE COLLEGES UNITED PROFESSIONALS

Beth Walch, President

FOR THE
VERMONT STATE COLLEGES

Sophie Zdatny, Chancellor

ileen "Lynn" inson, Chair of the Board of Trustees

APPENDIX A

RESERVED

APPENDIX B

TWELVE FACTORS FOR JUST CAUSE

Under case law, each disciplinary action is considered in the context of twelve factors which are typically relevant to evaluating the appropriateness of a penalty. Since such factors will be used to evaluate the propriety of an action which is the subject of a grievance, it is helpful for the employer to take them into consideration before a disciplinary action is imposed.

1. The nature and seriousness of the offense, and its relation to the employee's duties, position and responsibilities, including whether the offense was intentional or technical or inadvertent, or was committed maliciously or for gain, or was frequently repeated.

2. The employee's job level and type of employment including supervisory or fiduciary role, contacts with the public and prominence of the position.

3. The employee's past disciplinary record.

4. The employee's past work record, including length of service, performance on the job, ability to get along with fellow workers, and dependability.

5. The effect of the offense upon the employee's ability to perform at a satisfactory level and its

APPENDIX C

UVM/VSC TUITION REMISSION AGREEMENT

November 199[illegible]

[illegible]tween Vermont State Colleges and the University of Vermont

[illegible]ren, legal wards, and stepchildren of any full-time employee