

## Office Allowance

The VLRB and the Vermont Supreme Court have interpreted language in the collective bargaining agreement between the State and the Vermont State Employees' Association providing that "employees who are required . . . to dedicate office space in their homes for the purpose of conducting state business . . . shall receive a monthly allowance . . .". An employee was entitled to an office allowance under this contract provision if he or she was actually or constructively required to set aside any space required by the nature of the job, which was normally associated with the use of an office, in his or her home for the purpose of conducting State business.<sup>1</sup> In interpreting this contract language, the Supreme Court held that it is not appropriate to weigh the degree of inconvenience to an employee in setting aside office space in the employee's home.<sup>2</sup>

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<sup>1</sup> Grievance of Troyse, et al, 6 VLRB 211, 214 (1983); *Affirmed in Part*, 142 Vt. 612 (1983).

<sup>2</sup> Troyse, et al, 142 Vt. at 617.