

*Working Together
for Vermont*

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Commissioner's Message

Patricia Moulton Powden, Commissioner

Governor Presents Workplace Safety Awards

The Vermont Department of Labor congratulates **Cersosimo Lumber Company of Brattleboro** and **A.C. Hathorne Company of Milton** for being recognized as the top honorees at the recent Governor's Workplace Safety Awards presentation! The presentation wrapped up the 6th Annual Workplace Safety Conference, attended by 200 representatives of Vermont businesses. In presenting the prestigious awards, Governor James Douglas noted both companies' commitment to excellence in workplace safety and health. Cersosimo Lumber and A.C. Hathorne topped a list of 17 nominees for the annual award that recognizes Vermont companies that meet specific criteria in the workplace safety programs. In addition, Pike Industries of Milton was honored as the most improved company for its workplace safety program.

Four other companies received special recognition for their workplace safety programs. **IBM of Essex Junction** and **G.E. Aviation of Rutland** were presented certificates for successfully achieving Star Status in the Voluntary Protection Program (VPP). **Curtis Lumber of Burlington** was recognized for meeting its VPP Challenge and **Vermont Electric Company (VELCO)** was honored for achieving SHARP Status (Safety & Health Achievement Recognition Program).

Green Mountain Coffee Roasters of Waterbury was honored with an Award of Appreciation. Governor Douglas singled out Green Mountain Coffee Roasters for its "dedicated support of workplace health and safety in Vermont and selfless contribution to the Vermont business community." For the past seven years, the GMCR Foundation has underwritten the cost of planning and marketing safety seminars at their training facility.

Other nominees that received special recognition included:

St. Albans Cooperative
Mt. Ascutney Hospital
Burke Mountain Resort
Mack Molding of Arlington
Sheraton Hotel & Conference Center of South Burlington
Husky Injection of Milton
Rio Tinto Materials of Chester

(Continued on page 2)

The Edge

Preparing Future Child Care Workers

The Vermont Department of Labor, the Vermont Child Care Industry and Careers Council, and the Child Development Division of the Vermont Department for Children and Families work closely together to administer a growing program for child care workers in Vermont.

In 1999, the Vermont Child Development Division was awarded an implementation grant from the US Department of Labor to establish an apprenticeship program for Child Care Development Specialists. Combining mentored on-the-job training with 297 hours of related instruction, the VT Child Care Apprenticeship Program has trained 117 registered apprentices to date.

The on-the-job training component of the program is provided by employer "sponsors". Sponsors agree to provide close supervision of apprentices by fully-qualified mentors in accordance with a "work process" or training outline. This supervision includes regular observations of the apprentices while they work, discussion about their performance and the development of action plans for improvement of their on the job skills. The work process

(Continued on page 2)

Commissioner's Message -

(continued from front page)

**Shelburne Farms
Hancor of North Springfield
Chroma Technologies of
Bellows Falls**

We congratulate all the nominees for their continued commitment to safety in the workplace. It takes the commitment of everyone in the company, from top to bottom, to truly embrace a culture of safety. The economic benefits are clear as demonstrated by a reduction in workers compensation insurance rates for the second consecutive year due to reduced injuries in the workplace injuries. Lowering the cost of workers' compensation insurance means more money stays in the business enhancing the success and stability of the business and its employees. The true beneficiaries to a culture of safety are the employees who go home safe and healthy at the end of the day.



The Edge -

(continued from front page)

includes 4000 hours of experience in 8 categories, including advancing children's social, intellectual, emotional and physical development.

Contact VDOL

If your address has changed or to discontinue your subscription, please email: sally.redpath@state.vt.us

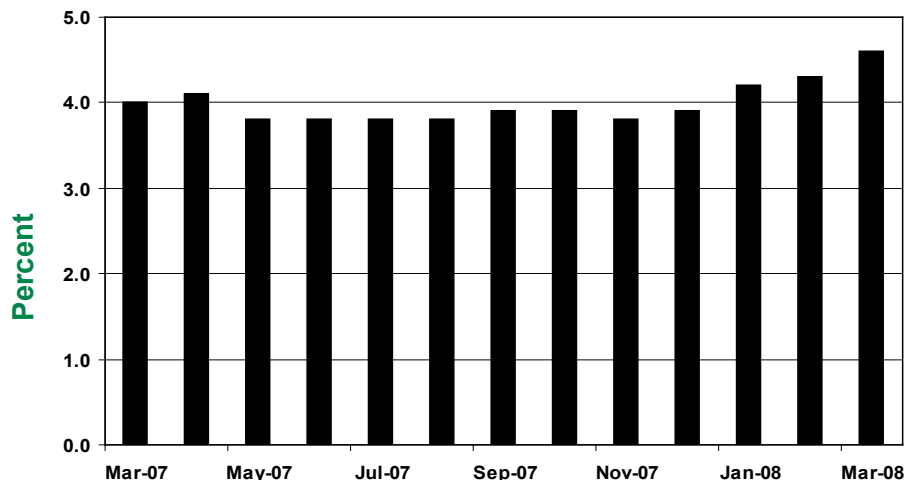
Provided primarily through Community College of Vermont at several sites throughout the state, related instruction includes the following classes: Communication in the Early Childhood Education Workplace; Infant & Toddler Development and Care; Development of the Young Child: Ages 3-8; Curriculum Development for Early Childhood Education; Program Management for Early Childhood Education; and Leadership, Mentoring and Supervision for Early Childhood Practitioners. In addition to the CCV classes, apprentices also take community based training on topics that promote Planning a Safe, Healthy, Learning Environment, and Basic and Advanced Protective Services for Child Care.

In addition to the 4000-hour VT Child Care Apprenticeship Program, an on-the-job training (OJT) program was established in 2007 to introduce students to the field of child care and to provide a framework for training new staff. Students who are enrolled in the OJT program complete 1000 hours of supervised on-the-job training and 55 hours of related instruction. Offered at local resource and referrals agencies around the state, related instruction for OJT participants includes the following classes: Safe, Healthy Learning Environment; Basic Protective Services and Fundamentals of Child Care. Individuals who complete OJT are able to enter the full apprenticeship program at an advanced level, having completed some of the required work hours and related instruction.

Successful completion of the VT Child Care Apprenticeship Program is Level IIIa on the Career Ladder for child care professionals designed by the Northern Lights Career Development Center for Early Childhood and Afterschool Professionals. The Center is funded by a grant from the Child Development Division of the Vermont Agency of Human Services. In collaboration with the Community College of Vermont (CCV) and the Vermont Child Care Industry and Careers Council (VCCICC), Vermont Northern Lights helps unify the current professional development system in our state through various strategies, which are available statewide.

If you are interested in finding out more about either the VT Child Care Apprenticeship Program or the OJT program, please feel free to contact Sue Ryan, Apprenticeship Coordinator at the VT Child Industry and Careers Council at 802-985-2700.

Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Mar. '08	Feb. '08	Mar. '07	Changes from:	
				Feb. '08	Mar. '07
TOTAL LABOR FORCE¹	351,900	352,600	355,200	-700	-3,300
EMPLOYED	335,800	337,500	340,900	-1,700	-5,100
UNEMPLOYED	16,100	15,100	14,300	1,000	1,800
RATE (%)	4.6	4.3	4.0	0.3	0.6

¹Includes proprietors, professionals, and unpaid family workers.

Labor Market Areas By Residence *(Not Seasonally Adjusted)*

AREA	Total Labor Force	Number Employed	Number Unemployed	Mar.-08 Rate (%)	Feb.-08 Rate (%)	Mar.-07 Rate (%)
Barre-Montpelier	28,150	26,400	1,750	6.2	6.0	5.5
Bennington	12,650	12,000	650	5.2	4.9	4.3
Bradford	4,650	4,300	350	7.0	6.8	5.5
Brattleboro	23,500	22,600	1,150	4.8	4.4	3.9
Burlington-South Burlington	110,250	105,400	4,800	4.4	4.1	3.6
Hartford	18,950	18,300	650	3.4	3.2	3.0
Manchester	12,250	11,600	650	5.1	4.7	4.1
Middlebury	17,800	16,800	950	5.5	5.2	4.4
Morristown-Stowe	20,000	18,700	1,300	6.4	5.8	5.6
Newport	13,550	12,300	1,250	9.1	8.7	8.1
Randolph	8,800	8,300	500	5.9	5.5	4.6
Rutland	28,350	26,800	1,600	5.6	5.3	4.5
Springfield	12,600	12,050	550	4.5	4.4	4.2
St. Johnsbury	14,500	13,600	850	5.9	5.8	4.9
Swanton-Enosburg	14,250	13,150	1,050	7.5	7.3	6.6
Warren-Waitsfield	4,100	3,950	150	3.5	3.1	2.9
Woodstock	3,350	3,250	100	3.6	3.4	2.8
Vermont Total	349,950	331,550	18,400	5.3	5.0	4.4

AREAS FROM ADJOINING STATES INCLUDING VERMONT TOWNS *(Not Seasonally Adjusted)*

Colebrook, NH-VT	3,700	3,500	200	5.6	5.5	4.9
Lebanon, NH-VT	45,800	44,400	1,400	3.0	3.0	2.7
Littleton, NH-VT	14,950	14,250	700	4.7	4.4	3.9
North Adams, MA-VT	17,000	15,950	1,050	6.2	6.2	6.4

Monthly estimates are preliminary and subject to revision. Detail may not add to totals due to rounding.

Vermont Seasonally Adjusted Nonfarm Employment in Thousands

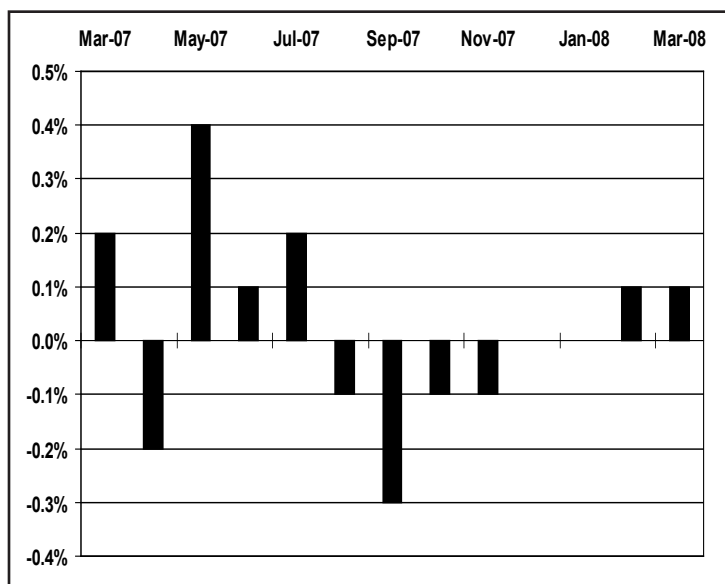
BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Mar. '08	Feb. '08	Mar. '07	Feb. '08	Mar. '07
Total - All Industries	308.0	308.2	307.7	-0.2	0.3
Private Industries	253.9	254.1	253.7	-0.2	0.2
Construction	16.2	16.1	17.1	0.1	-0.9
Manufacturing	35.7	36.0	36.2	-0.3	-0.5
Durable Goods	25.8	26.2	26.2	-0.4	-0.4
Non-Durable Goods	9.9	9.8	10.0	0.1	-0.1
Trade, Transportation & Utilities	58.8	59.2	59.3	-0.4	-0.5
Retail Trade	39.8	40.1	40.2	-0.3	-0.4
Trans., Warehousing & Utilities	8.7	8.7	8.7	0.0	0.0
Financial Activities	13.3	13.2	13.3	0.1	0.0
Professional & Business Services	22.3	22.3	22.2	0.1	0.1
Professional., Scientific & Technical	13.3	13.3	13.2	0.0	0.1
Administrative Support & Waste	8.7	8.5	8.7	0.2	0.0
Education & Health Services	57.4	57.4	56.2	0.0	1.2
Private Ed. Services	12.5	12.6	12.6	-0.1	-0.1
Health Care & Social Assistance	44.9	44.8	43.6	0.1	1.3
Leisure & Hospitality	33.1	32.7	32.8	0.4	0.3
Arts, Entertainment & Recreation	4.1	4.0	4.1	0.1	0.0
Accommodation & Food Services	29.0	28.7	28.7	0.3	0.3
Other Services	10.0	10.0	10.0	0.0	0.0
Total Government	54.1	54.1	54.0	0.0	0.1
State Government	18.3	18.3	18.1	0.0	0.2
Local Government	29.9	29.9	30.0	0.0	-0.1

Note: Retail, Private Ed. Services and Health Care & Social Assistance are now estimated using the official BLS methodology. Total - All Industries estimate is seasonally adjusted independently. All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request.

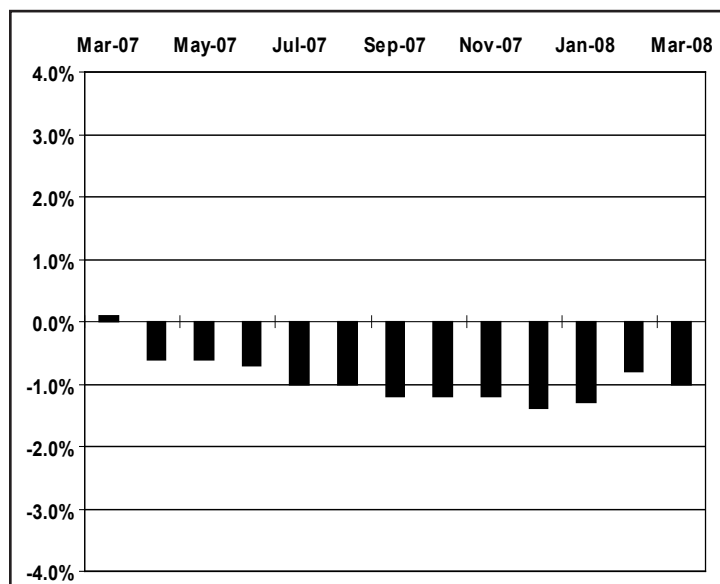
Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

Vermont Annual Job Growth Not Seasonally Adjusted Data

All Industries



Manufacturing



Nonfarm Employment In Vermont *(Not Seasonally Adjusted)*

Compiled by the Vermont Department of Labor in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor

INDUSTRY BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Mar. '08	Feb. '08	Mar. '07	Feb. '08	Mar. '07
TOTAL NONFARM	306,900	307,200	306,650	-300	250
TOTAL PRIVATE	250,400	250,650	250,250	-250	150
GOODS PRODUCING	49,950	49,800	51,000	150	-1,050
MANUFACTURING	35,350	35,500	35,700	-150	-350
Durable Goods	25,700	25,900	25,900	-200	-200
Computer & Electrical Equipment Mfg.	9,450	9,400	9,500	50	-50
Fabricated Metal Products Mfg.	3,000	3,000	2,950	0	50
Non-Durable Goods	9,650	9,600	9,800	50	-150
Food Mfg.	3,750	3,750	3,700	0	50
CONSTRUCTION	13,750	13,550	14,450	200	-700
NATURAL RESOURCES & MINING	850	750	850	100	0
SERVICE-PROVIDING	256,950	257,400	255,650	-450	1,300
TRADE, TRANSPORTATION AND UTILITIES	57,700	58,100	58,050	-400	-350
Wholesale Trade	10,200	10,200	10,300	0	-100
Retail Trade	38,900	39,200	39,150	-300	-250
Food & Beverage Stores	9,350	9,300	9,400	50	-50
General Merchandise Store	2,900	2,900	2,800	0	100
Transportation, Warehousing and Utilities	8,600	8,700	8,600	-100	0
Utilities	1,700	1,750	1,700	-50	0
Transportation & Warehousing	6,900	6,950	6,900	-50	0
INFORMATION	6,000	5,950	5,950	50	50
FINANCIAL ACTIVITIES	13,100	13,100	13,150	0	-50
Finance & Insurance	9,850	9,850	9,900	0	-50
Real Estate, Rental & Leasing	3,250	3,250	3,250	0	0
PROFESSIONAL AND BUSINESS SERVICES	21,750	21,450	21,600	300	150
Professional, Scientific and Technical	13,250	13,200	13,250	50	0
Administrative, Support and Waste	8,150	7,950	8,000	200	150
EDUCATIONAL AND HEALTH SERVICES	57,750	57,600	56,450	150	1,300
Educational Services	13,050	13,100	13,000	-50	50
College, Universities and Professional	7,400	7,400	7,200	0	200
Health Care and Social Assistance	44,700	44,500	43,450	200	1,250
Ambulatory Health Care Services	16,050	16,100	15,700	-50	350
Hospitals	11,900	11,850	11,350	50	550
Nursing and Residential Care Facilities	6,800	6,800	6,750	0	50
LEISURE AND HOSPITALITY	34,350	34,900	34,250	-550	100
Arts, Entertainment and Recreation	3,600	3,600	3,600	0	0
Accommodation and Food Services	30,750	31,300	30,650	-550	100
Accommodations	12,600	13,200	12,600	-600	0
Hotel & Motels	11,750	12,300	11,700	-550	50
Food Services and Drinking Places	18,150	18,100	18,050	50	100
OTHER SERVICES	9,800	9,750	9,800	50	0
GOVERNMENT	56,500	56,550	56,400	-50	100
Federal Government	5,900	5,900	5,850	0	50
State Government Education	9,300	9,250	9,250	50	50
Local Government Education	24,550	24,800	24,550	-250	0
Other State Government	9,700	9,650	9,600	50	100
Other Local Government	7,050	6,950	7,150	100	-100

NOTE: DATA COMPILED IN COOPERATION WITH THE U.S. BUREAU OF LABOR STATISTICS. ESTIMATES ARE PRELIMINARY AND SUBJECT TO REVISION. SEE ANNUAL SUMMARY FOR DETAILS.



Unemployment Insurance & Wage Division

By Valerie Rickert, Director
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UNEMPLOYMENT INSURANCE NEWS

Over the past several months our division has been working diligently to streamline many of our processes. This is done in large part to support the state's "green" initiative, sustain continued cutback in federal administrative funding, and to take advantage of more efficient and accurate methods of accomplishing processes done on a repetitive basis. Our ultimate goals are to better serve our customers, improve the integrity and accuracy of the Unemployment Insurance program, while also reducing paper, postage, and administrative costs associated with the processing.

To achieve these goals, we are mainly utilizing our secure on-line applications, which can be found and accessed from the thumbnail located in the left hand pane on every page of Labor's website at www.labor.vermont.gov.

Currently the employer on-line applications include the ability to:

- File/Pay Quarterly Wage and Contribution reports.
- Report New Hires.
- Complete New Hire Verification forms.

In the near future, we will roll out on-line applications that will:

- Accommodate reporting done by third parties, to include Quarterly Wage and Contribution reports and New Hire reports.
- Allow employers to access and update certain information on their account.
- Electronically respond to mandated forms associated to an unemployment claim.
- Automate the application and weekly process related to the Short Term Compensation (STC) Program.
- Register a new employer with the Department of Labor, as well as provide access to other state agencies registration process.

While we are excited about our on-line applications, we also recognize change is sometimes challenging and often met with resistance. However, for the reasons stated before, it has become increasingly necessary to move more into an automated world wherever feasible. As we continue to move in this direction, I encourage you to pass along feedback of any problems encountered or suggested improvements.

In conjunction with the availability of our on-line applications, we have begun taking a systematic approach to mandate electronic reporting where appropriate. If you have 25 or more employees, you are encouraged to begin this transition now. Here are some specific details for electronic filing of the Quarterly Wage and Contribution Report.

Secure On-line Application can be found by clicking "Employer Applications", located in the "Unemployment Insurance" green box on the left hand side on our home page at www.labor.vermont.gov. This application allows employers to enter or upload all wage record information AND pay any amounts

(continued on page 7)

through an electronic fund transfer, by which the employer can choose a fund transfer date up to the date the report is due. Further details about this application can be found at: <http://labor.vermont.gov/Default.aspx?tabid=430>.

Magnetic Media reporting is available for the submission of wage record information. While this method of reporting fulfills the requirement of reporting electronically, it still requires the employer to mail the bottom portion of the report, along with paper check when amounts are due. Specifications for compact disc or magnetic media reporting can be found at: <http://labor.vermont.gov/Portals/0/UI/C-19.pdf>. Any employer who elects to use this method of reporting for wage records will also need an application and transmittal form; links for each follow: <http://labor.vermont.gov/Portals/0/UI/C31WEB.pdf> and <http://labor.vermont.gov/Portals/0/UI/C32WEB.pdf>.

HEALTH CARE CONTRIBUTION EXEMPTION

Effective July 1, 2008, the number of Full Time Equivalent (FTE) exemption will reduce from 8 to 6. This means, when calculating Health Care Contributions due on the Quarterly Wage and Contribution Report for the third quarter of 2008 reporting (actually due on October 31st), the employer will only be able to exempt 6 FTEs. The rate of \$91.25 for each FTE in excess of the exempted amount will remain in effect through the end of this year.

WAGE AND HOUR PROGRAM NEWS

We continue to run into situations where employers and workers are not aware of the definition change of a service or tipped employee passed during the 2007 Legislative secession. Effective July 1, 2007 the definition of a service or tipped employee changed to ... “those, in hotels, motels, tourist places,

and restaurants who customarily and regularly receive more than **\$120.00** a month in tips for direct and personal service.” This means, an employee who does not regularly receive more than \$120.00 a month in tips, can no longer be paid the basic wage rate, but must instead be paid an hourly wage equal to or exceeding the minimum wage rate, currently at \$7.68 per hour.

For example: If you have wait staff who works one shift a week and is earning \$25.00 a night in tips, with tips totaling \$100.00 for the month, this individual cannot be paid at the tipped rate of \$3.72, but **MUST** instead be paid at the \$7.68 rate.

The condition of a tip pool is another area of confusion. Tip pools are legal under the following conditions:

1. An employee must receive back from the pool at least 85% of what was contributed. An example: An individual contributes \$100.00 to the tip pool; by law this individual must receive back at least \$85.00.

2. Tip pools cannot be shared with individuals who do not “customarily or regularly receive tips” e.g. dishwasher, cooks, managers, prep cooks.

3. Employers can require tip pools as long as they meet the conditions stated above.

If you have questions regarding minimum wage or tip pooling, please feel free to contact Kelly Connelley at 802-828-5896.

**Visit our website for
more information and
additional opportunities.**

<http://labor.vermont.gov>



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Dear Friend:

It's time to mark your Fall calendar for the upcoming **12th Annual Women's Economic Opportunity Conference**. This popular conference is set for Saturday, October 25, 2008. Once again, it will be held at Vermont Technical College in Randolph Center.

In the Conference evaluations, the Committee received feedback from participants requesting we offer more workshops that discussed balancing careers, family, and business. Women are looking for useful tools and guidance as they juggle the responsibilities of a family and a career. In direct response to this feedback, the central theme for this year's conference is Harmony: Balancing Business, Family, Finances, and Stress. We are in the process of inviting new and energizing workshop presenters for the business, technology, life management, and stress buster tracks.

We'll be sending out the program invitations at the end of the summer.

Marcelle and I look forward to seeing you at the 12th Annual Women's Economic Opportunity Conference,

PATRICK LEAHY

United States Senator

Equal Opportunity is the Law - The State of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, and people from diverse cultural backgrounds are encouraged. Auxiliary aids and services are available upon request to individuals with disabilities. 711 (TTY/Relay Service) or 802-828-4203 TDD (Vermont Department of Labor).