

*Working Together
for Vermont*

<http://www.labor.vermont.gov>
P.O. Box 488 • Montpelier, VT 05601-0488

Commissioner's Message

Patricia Moulton Powden, Commissioner

The Vermont Department of Labor (VDOL) is pleased to be a partner in a new initiative to deliver career readiness assessment and skill training that will benefit workers and businesses statewide. With funds made available through Next Generation Legislation that supports a wide range of workforce development programs, VDOL has partnered with the Department of Economic Development (DED) and Community College of Vermont (CCV) to develop and deliver the CCV Career Readiness Certificate Program, a comprehensive program that will assess an individual's current work preparedness, followed by intensive training that addresses identified weaknesses.

The model for the Career Readiness Program was developed by CCV and will be tested initially in Chittenden County, with a goal of expanding it to 8 CCV sites statewide over the next two years. VDOL will take the lead in recruiting training candidates, and will work closely with employers and public partners, to ensure that both unemployed and incumbent workers are aware of, and have access to local training sessions. Before enrolling, students will have an initial assessment by CCV, using the Accuplacer which helps to identify specific participant needs. The training itself will be delivered by CCV over a course of up to 80 hours, during a period of 6 to 12 weeks. Training will be divided into six modules that have been identified by employers as essential workplace skills: Applied Mathematics, Reading for Information, Locating Information, Teamwork & Interpersonal Skills, Work Ethics & Life Skills, and Basic Computer Skills. Successful completion of each module will be assessed by a combination of The WorkKeys job skill assessment system, and/or completion of CCV requirements. The WorkKeys assessment system is now used in more than forty states to help employers screen workers and measure specific workplace skills. Individuals who successfully complete all six modules will receive both a WorkKeys and CCV Career Readiness Certificate.

Employers can use the program in two ways, first to help you in making wise hiring decisions, by identifying the strengths and skill gaps of new and potential employees. Secondly, employers can improve their existing workforce by referring workers for assessment of their current skills and workplace suitability, followed by the individualized career readiness training that addresses specific weaknesses.

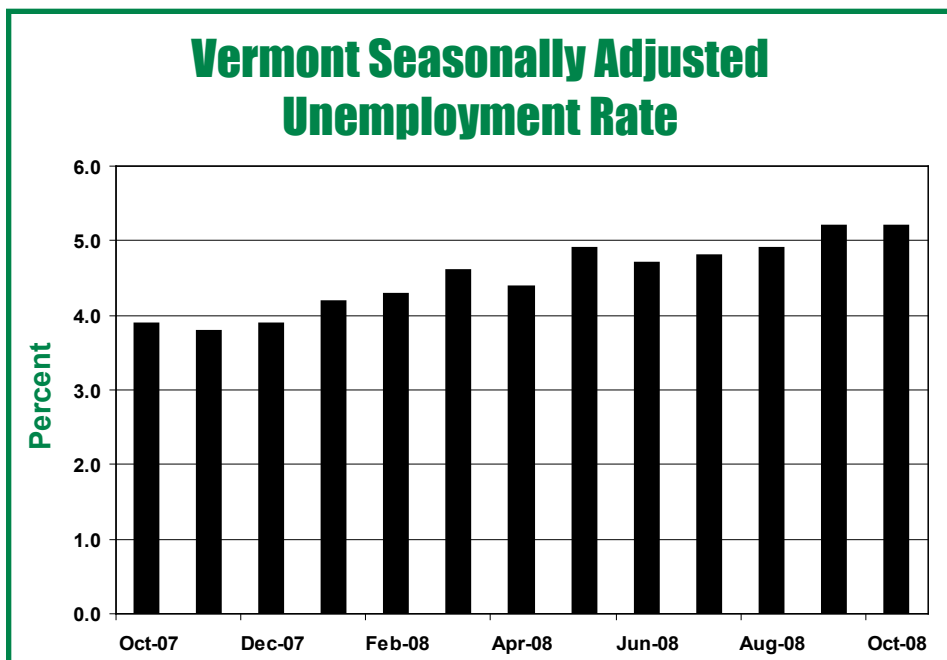
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Commissioner's Message - *(continued from front page)*

For job seekers, the Career Readiness Program will help you improve your work skills, raise your self confidence, and enable you to achieve a certification that demonstrates your suitability for entry level employment. A CCV Career Readiness Certificate could be the critical factor in securing a job in today's competitive labor market.

All of the partners involved in this initiative are convinced that the CCV Career Readiness Certificate Program will go a long way toward addressing long standing employer concerns related to the quality of the existing workforce, to identify gaps in worker preparedness, and provide the training necessary to improve basic workplace skills.

As noted above, the first session will be delivered in Chittenden County, and is scheduled to begin in January 2009. Additional sessions are planned for the other 8 regions of the state starting in March or April of 2009. For more information on the program itself, and when it might be offered in your region, please contact Carol Blake at 802-828-5083, (carol.blake@state.vt.us), or the local office of the Vermont Department of Labor or Community College of Vermont.



Visit our website for more information and additional opportunities.

<http://labor.vermont.gov>

Contact VDOL

To discontinue your subscription, please email:
sally.redpath@state.vt.us

Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

| | Oct. '08 | Sept. '08 | Oct. '07 | Changes from: | |
|--------------------------------------|----------|-----------|----------|---------------|----------|
| | | | | Sept. '08 | Oct. '07 |
| TOTAL LABOR FORCE¹ | 356,300 | 353,200 | 352,900 | 3,100 | 3,400 |
| EMPLOYED | 337,700 | 334,900 | 339,300 | 2,800 | -1,600 |
| UNEMPLOYED | 18,600 | 18,300 | 13,700 | 300 | 4,900 |
| RATE (%) | 5.2 | 5.2 | 3.9 | 0.0 | 1.3 |

¹Includes proprietors, professionals, and unpaid family workers.

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

| AREA | Total Labor Force | Number Employed | Number Unemployed | Oct-08 Rate (%) | Sept-08 Rate (%) | Oct-07 Rate (%) |
|-----------------------------|-------------------|-----------------|-------------------|-----------------|------------------|-----------------|
| Barre-Montpelier | 28,950 | 27,600 | 1,350 | 4.7 | 5.1 | 3.3 |
| Bennington | 12,850 | 12,250 | 650 | 5.0 | 5.3 | 3.4 |
| Bradford | 4,800 | 4,550 | 250 | 4.9 | 5.2 | 3.5 |
| Brattleboro | 23,750 | 22,650 | 1,100 | 4.6 | 5.1 | 3.4 |
| Burlington-South Burlington | 114,450 | 109,550 | 4,900 | 4.3 | 4.5 | 3.1 |
| Hartford | 19,500 | 18,950 | 550 | 2.8 | 3.0 | 2.0 |
| Manchester | 12,050 | 11,450 | 600 | 4.8 | 5.2 | 3.2 |
| Middlebury | 18,350 | 17,550 | 800 | 4.4 | 4.7 | 3.2 |
| Morristown-Stowe | 20,250 | 19,350 | 900 | 4.5 | 4.7 | 3.5 |
| Newport | 13,600 | 12,750 | 850 | 6.2 | 6.3 | 4.6 |
| Randolph | 9,100 | 8,650 | 450 | 5.0 | 4.9 | 3.6 |
| Rutland | 28,550 | 26,950 | 1,550 | 5.5 | 6.1 | 3.8 |
| Springfield | 12,000 | 11,350 | 600 | 5.2 | 5.4 | 3.6 |
| St. Johnsbury | 15,050 | 14,300 | 750 | 4.9 | 5.3 | 3.5 |
| Swanton-Enosburg | 14,500 | 13,700 | 800 | 5.5 | 5.3 | 4.0 |
| Warren-Waitsfield | 3,800 | 3,700 | 150 | 3.4 | 3.5 | 2.5 |
| Woodstock | 3,700 | 3,600 | 100 | 3.2 | 3.5 | 2.3 |
| Vermont Total | 357,300 | 340,900 | 16,450 | 4.6 | 4.9 | 3.3 |

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

| | | | | | | |
|--------------------|--------|--------|-------|-----|-----|-----|
| Colebrook, NH-VT | 3,650 | 3,500 | 150 | 4.5 | 4.3 | 3.4 |
| Lebanon, NH-VT | 46,600 | 45,350 | 1,250 | 2.7 | 2.8 | 2.3 |
| Littleton, NH-VT | 14,150 | 13,600 | 600 | 4.1 | 4.1 | 2.9 |
| North Adams, MA-VT | 17,250 | 16,300 | 900 | 5.3 | 5.7 | 4.5 |

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

Vermont Seasonally Adjusted Nonfarm Employment in Thousands

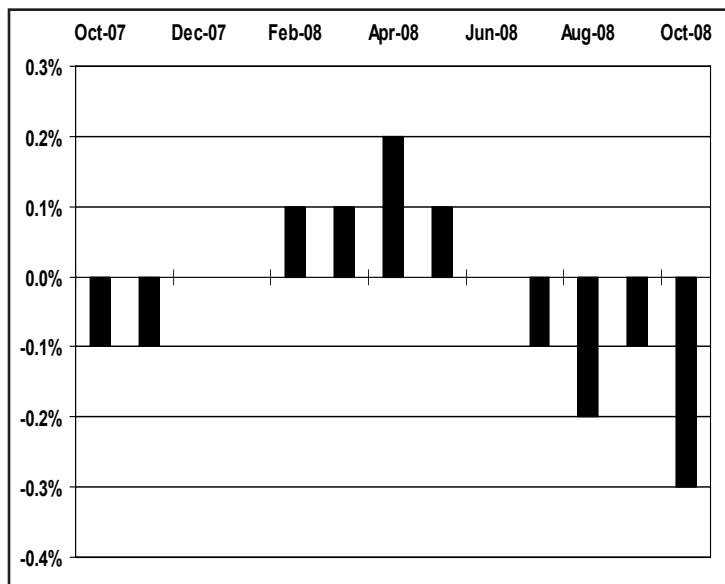
| BY NAICS | Prelim. | Revised | Revised | Changes From: | |
|---------------------------------------|--------------|--------------|--------------|---------------|-------------|
| | Oct. '08 | Sept. '08 | Oct. '07 | Sept. '08 | Oct. '07 |
| Total - All Industries | 307.1 | 306.6 | 308.0 | 0.5 | -0.9 |
| Private Industries | 253.0 | 252.5 | 254.2 | 0.5 | -1.2 |
| Construction | 15.8 | 15.9 | 16.7 | -0.1 | -0.9 |
| Manufacturing | 35.0 | 35.0 | 35.7 | 0.0 | -0.7 |
| Durable Goods | 25.6 | 25.5 | 26.1 | 0.1 | -0.5 |
| Non-Durable Goods | 9.4 | 9.5 | 9.6 | -0.1 | -0.2 |
| Trade, Transportation & Utilities | 58.6 | 58.9 | 59.0 | -0.3 | -0.4 |
| Retail Trade | 39.7 | 39.8 | 40.0 | -0.1 | -0.3 |
| Trans., Warehousing & Utilities | 8.6 | 8.9 | 8.7 | -0.3 | -0.1 |
| Financial Activities | 13.0 | 13.0 | 13.1 | 0.0 | -0.1 |
| Professional & Business Services | 22.4 | 22.5 | 22.3 | -0.1 | 0.1 |
| Professional., Scientific & Technical | 13.2 | 13.2 | 13.2 | 0.0 | 0.0 |
| Administrative Support & Waste | 8.9 | 8.9 | 8.8 | 0.0 | 0.1 |
| Education & Health Services | 58.1 | 58.2 | 57.2 | -0.1 | 0.9 |
| Private Ed. Services | 12.7 | 12.9 | 12.7 | -0.2 | 0.0 |
| Health Care & Social Assistance | 45.4 | 45.3 | 44.5 | 0.1 | 0.9 |
| Leisure & Hospitality | 33.3 | 32.5 | 33.2 | 0.8 | 0.1 |
| Arts, Entertainment & Recreation | 3.8 | 3.7 | 3.8 | 0.1 | 0.0 |
| Accommodation & Food Services | 29.5 | 28.8 | 29.4 | 0.7 | 0.1 |
| Other Services | 9.9 | 9.9 | 10.0 | 0.0 | -0.1 |
| Total Government | 54.1 | 54.1 | 53.8 | 0.0 | 0.3 |
| State Government | 18.0 | 18.6 | 17.9 | -0.6 | 0.1 |
| Local Government | 30.0 | 29.5 | 29.9 | 0.5 | 0.1 |

Total - All Industries estimate is seasonally adjusted independently. All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request.

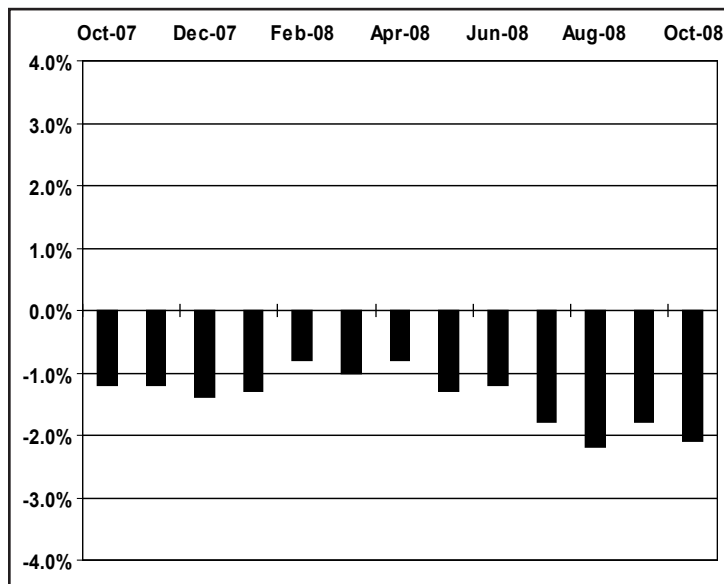
Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

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: | |
|---|----------------|----------------|----------------|---------------|---------------|
| | Oct. '08 | Sept. '08 | Oct. '07 | Sept. '08 | Oct. '07 |
| TOTAL NONFARM | 311,400 | 309,400 | 312,300 | 2,000 | -900 |
| TOTAL PRIVATE | 254,550 | 254,600 | 255,700 | -50 | -1,150 |
| GOODS PRODUCING | 53,050 | 53,350 | 54,750 | -300 | -1,700 |
| MANUFACTURING | 35,250 | 35,100 | 36,000 | 150 | -750 |
| Durable Goods | 25,600 | 25,500 | 26,150 | 100 | -550 |
| Computer & Electrical Equipment Mfg. | 9,250 | 9,250 | 9,350 | 0 | -100 |
| Fabricated Metal Products Mfg. | 3,000 | 3,000 | 2,950 | 0 | 50 |
| Non-Durable Goods | 9,650 | 9,600 | 9,850 | 50 | -200 |
| Food Mfg. | 3,900 | 3,850 | 3,850 | 50 | 50 |
| CONSTRUCTION | 16,900 | 17,300 | 17,850 | -400 | -950 |
| NATURAL RESOURCES & MINING | 900 | 950 | 900 | -50 | 0 |
| SERVICE-PROVIDING | 258,350 | 256,050 | 257,550 | 2,300 | 800 |
| TRADE, TRANSPORTATION AND UTILITIES | 59,200 | 58,600 | 59,500 | 600 | -300 |
| Wholesale Trade | 10,350 | 10,250 | 10,300 | 100 | 50 |
| Retail Trade | 39,950 | 39,450 | 40,250 | 500 | -300 |
| Food & Beverage Stores | 9,700 | 9,500 | 9,750 | 200 | -50 |
| General Merchandise Store | 3,000 | 2,900 | 3,000 | 100 | 0 |
| Transportation, Warehousing and Utilities | 8,900 | 8,900 | 8,950 | 0 | -50 |
| Utilities | 1,750 | 1,800 | 1,750 | -50 | 0 |
| Transportation & Warehousing | 7,150 | 7,100 | 7,200 | 50 | -50 |
| INFORMATION | 5,900 | 5,900 | 5,950 | 0 | -50 |
| FINANCIAL ACTIVITIES | 13,000 | 13,000 | 13,150 | 0 | -150 |
| Finance & Insurance | 9,700 | 9,650 | 9,850 | 50 | -150 |
| Real Estate, Rental & Leasing | 3,300 | 3,350 | 3,300 | -50 | 0 |
| PROFESSIONAL AND BUSINESS SERVICES | 22,700 | 22,800 | 22,550 | -100 | 150 |
| Professional, Scientific and Technical | 13,250 | 13,250 | 13,200 | 0 | 50 |
| Administrative, Support and Waste | 9,200 | 9,300 | 9,100 | -100 | 100 |
| EDUCATIONAL AND HEALTH SERVICES | 58,500 | 58,550 | 57,550 | -50 | 950 |
| Educational Services | 13,100 | 13,250 | 13,100 | -150 | 0 |
| College, Universities and Professional | 7,350 | 7,000 | 7,450 | 350 | -100 |
| Health Care and Social Assistance | 45,400 | 45,300 | 44,450 | 100 | 950 |
| Ambulatory Health Care Services | 16,350 | 16,250 | 16,100 | 100 | 250 |
| Hospitals | 12,350 | 12,300 | 11,900 | 50 | 450 |
| Nursing and Residential Care Facilities | 6,750 | 6,750 | 6,800 | 0 | -50 |
| LEISURE AND HOSPITALITY | 32,250 | 32,550 | 32,250 | -300 | 0 |
| Arts, Entertainment and Recreation | 3,900 | 4,350 | 3,900 | -450 | 0 |
| Accommodation and Food Services | 28,350 | 28,200 | 28,350 | 150 | 0 |
| Accommodations | 9,750 | 9,350 | 9,700 | 400 | 50 |
| Hotel & Motels | 8,600 | 8,150 | 8,550 | 450 | 50 |
| Food Services and Drinking Places | 18,600 | 18,850 | 18,650 | -250 | -50 |
| OTHER SERVICES | 9,950 | 9,850 | 10,000 | 100 | -50 |
| GOVERNMENT | 56,850 | 54,800 | 56,600 | 2,050 | 250 |
| Federal Government | 6,100 | 6,100 | 6,000 | 0 | 100 |
| State Government Education | 9,400 | 9,100 | 9,250 | 300 | 150 |
| Local Government Education | 24,700 | 22,950 | 24,600 | 1,750 | 100 |
| Other State Government | 9,750 | 9,750 | 9,800 | 0 | -50 |
| Other Local Government | 6,900 | 6,900 | 6,950 | 0 | -50 |

NOTE: ESTIMATES ARE PRELIMINARY AND SUBJECT TO REVISION. SEE ANNUAL SUMMARY FOR DETAILS.



New Workers' Compensation Legislation

This article was previously published in the Vermont Bar Journal.

Last legislative session, the Vermont Legislature passed "workers' compensation reform" legislation, Act 208 (S.345). The Governor signed the bill into law on June 11, 2008. The Act amended several sections of existing law and directed that several issues be studied.

Creation of an Employee Classification and Fraud Enforcement Task Force

The most significant of the study groups created by the Legislature is a ten-member Workers' Compensation Employee Classification, Coding, and Fraud Enforcement Task Force created to "investigate and analyze misclassification and miscoding of employees and occurrences of fraud in the workers' compensation program..." and to offer recommendations on ways to improve detection and prosecution of fraud, ways to improve outreach and education to the business community on properly distinguishing between independent contractors and employees and proper risk coding of employees, and ways to "improve the effectiveness and enforcement of the current fraud statutes..." The committee's primary focus is the misclassification of employees as independent contractors by employers. The Legislature has found this to be an area of particular concern and has directed the task force to examine it closely and report the details of their findings. The legislators on the task force are particularly interested in increased enforcement and are focusing on how all state programs affected by the issue can cooperatively and effectively ensure compliance with Vermont's Workers' Compensation, Unemployment Insurance, Wage/Hour, and income tax laws. The Task Force is to issue a progress report on February 15, 2009 and a final report on November 15, 2009 which indicates that this Task Force will spend approximately eighteen months investigating and reporting on this issue. Additionally, the Task Force is to provide the Legislature with their recommendations for "creating a fraud unit with proposals for staffing, reporting, structure, and funding."

Criminal Prosecution of Workers' Compensation Fraud

In addition to creating the task force, the Legislature has amended the criminal statute for Insurance Fraud to include prosecutions for Workers' Compensation Fraud which, until now, were prosecuted under a dedicated statute. One of the effects of this change is to expose attorneys, adjusters, and claimants to criminal prosecution for intentionally making fraudulent claims for benefits or making fraudulent statements or omissions regarding insurers and insurance policies as set forth in 13 V.S.A. §2031(b)(1 & 2). Intentional misclassification or miscoding is also identified as "fraud." If the amount of the "benefit" involved in the fraud exceeds \$900.00, the person charged may be convicted of a felony punishable by up to five years in jail, a \$10,000.00 fine, and a mandatory notification to any professional regulation authority.

Commissioner May Require Carrier to File Anti-Fraud Plan

The Legislature has also given the Commissioner of the Department of Labor the authority to require an insurance carrier to file an anti-fraud plan annually upon request. The Commissioner may require information on fraud investigations, referrals, or prosecutions involving claims, misclassification of independent contractors, and miscoding of employees. This information will remain confidential unless either the Attorney General or the Commissioner commences an administrative or criminal proceeding.

AMA Guides, Fifth Ed., to Be Used for Permanency Evaluations

The Legislature has also made several substantive changes to the law. The Legislature has now specified that all permanency evaluations must be conducted using the Fifth Edition of the AMA Guides to the Evaluation of Permanent Impairment. Before the Department of Labor can allow evaluations to be conducted under a newer edition of the Guides or any other rating instrument, the Commissioner must formally adopt a rule to that effect. This process will ensure that any proposal by the Commissioner to adopt a newer version of the Guides will be subject to the scrutiny of publication and public comment.

First-Aid-Only Injuries

The Legislature has created a new class of claims entitled "First-Aid-Only Injuries." These are injuries that result in medical bills of less than \$750 and involve not more than one day of lost time from work for medical treatment and recovery. On these claims, the employer still must file a Form 1. If the claim is contested, the Form 1 must be mailed to the Department and the insurer within five days of notice. Otherwise, the medical bill must be paid within 30 days of the date of injury. In the event that the injury requires more than \$750 in medical care or involves more than one day of absence, the claim must be submitted to the insurance carrier for adjustment.

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Deductible Policies Mandated

This new class of “First-Aid-Only Injuries” is designed to work together with a new insurance product that all carriers writing workers’ compensation insurance in Vermont are now required to offer. All such carriers are now required to offer workers’ compensation insurance at a rate that contains a deductible provision of at least \$500. Under this policy, the employer is bound to reimburse the carrier for “at least the first \$500.00 of benefits, medical or indemnity, due to an injured employee.” The claims are to be adjusted as normal with the employer reimbursing the insurance carrier for the amount of the deductible.

Commissioner May Require Mediation

The Legislature has also instructed the Commissioner to require mediation in workers’ compensation cases that the Commissioner deems appropriate. This provision will take effect after the Commissioner has consulted with interested parties. The Legislature has specified that the cost of this mediation is to be shared equally between the parties, unless they agree otherwise, with the claimant’s share considered a recoverable cost, should the claimant prevail after hearing.

Commissioner May Issue Abbreviated Findings and Conclusions of Law

After July 1, 2008, the Hearing Officer will have discretion about whether or not to require the parties to submit proposed findings of fact and conclusions of law. Additionally, the Hearing Officer has discretion to issue “abbreviated findings of fact or conclusions of law, or both, where appropriate.”

Average Weekly Wages Now Average 26 Weeks

When calculating Average Weekly Wages, the 26 weeks preceding the injury are used unless there has been an increase in the wage rate; then, only the higher-rate wages are used in the average. The indemnity payments will be adjusted every July 1st, following payment of at least 26 weeks of benefits. This means that if an injured worker is injured on May 1, the worker’s indemnity payment will not adjust until July 1st of the following year or fourteen months after injury.

Two-Year Review of TTD Claim

Employers will now be required to review claims where TTD benefits have been paid for more than 104 weeks. Within 30 days after 104 weeks of TTD payments, the employer is required to file with the Department a medical report from a physician addressing 1) the medical status of the injured worker, 2) the expected duration of the disability, and 3) when, or if, the worker is expected to return to work. Additionally, if the examining physician determines that the worker has reached medical end, then the employer is directed to file a Form 27 discontinuance.

Vocational Rehabilitation Changes

The Legislature made two changes in the area of Vocational Rehabilitation. First, claimants will now be allowed to change Voc Rehab providers only one time absent a showing of good cause. Second, any Voc Rehab plan presented to the employer will be deemed valid if the employer had an opportunity to be involved in the development of the plan and does not make any changes or objections within 21 days after submission. Additionally, the Legislature directed the Commissioner to examine current practices in the area of Vocational Rehabilitation to ensure that qualifying claimants understand their rights to Voc Rehab training and receive rehabilitation designed to return them to work in suitable employment. The Commissioner is instructed to develop performance standards to measure the success of rehabilitation plans. The Commissioner is directed to report back to the Legislature outlining any deficiencies that are discovered along with any rules to be adopted to correct them.

Award of Attorneys Fees with no Formal Hearing

The Legislature created a provision where a claimant’s attorney may now seek an award of reasonable attorneys fees if a claimant retains the services of an attorney in response to an “actual or effective denial of their claim,” a hearing has been requested, and the case resolves prior to hearing “as a result of the attorney’s efforts” with payments being made to the claimant. The Legislature gave no guidance on what level of efforts are required by the claimant’s attorney in order to entitle them to an award of attorney’s fees. Additionally, any request for attorney’s fees following a Formal Hearing where the claimant prevails must be made within thirty days following the decision on the hearing.

Union Representative May Assist Claimant

Finally, the Legislature directed the Department of Labor to adopt a rule that will allow a representative of a collective-bargaining unit to “provide informal assistance to a workers’ compensation claimant in regard to any claim for workers’ compensation benefits in all aspects except at a formal hearing.”

Announcements

Forklift Operator & Train-the-Trainer Safety Seminar, 8:30 am – 3:30 pm December 3, 2008 – Hosted by Weidmann Electrical Technology, Inc., One Gordon Mills Way, St. Johnsbury, VT. Did you know that VOSHA requires that all Fork Truck operators be trained by a “qualified person”? This forklift training is designed for powered lift truck operators in manufacturing, construction and retail. A complete overview of 29 CFR 1910.178 VOSHA standards will be followed with a discussion on load balance, characteristics and truck components, engineering design, fueling, and fundamentals of operation, with a hands on forklift safety inspection. This course can be used as a train-the-trainer seminar. Valuable handouts and lunch included. \$100. Please register on-line @ www.vtsbdc.org (training tab).

The Vermont Safety and Health Council presents a MINI-EXPO - “Protection, Prevention, Detection and Correction of Hazards in the Air We Breathe” – presentations and discussions on “Workplace Air Quality – how it affects our health, our work and our buildings.” The MINI-EXPO is scheduled for Thursday, December 4th, 2008 at the Holiday Inn in Rutland, VT starting at Noon with Lunch and ending at 4:00 pm. Special Guest Speakers are Dr. Austin Sumner, our State Epidemiologist, Scott Meyer, Director of Worksafe, Maureen Alvarez of URS Corp and Tom Broido of ATC Associates. Contact Pauline Singley, VSHC President, at 802-352-4427 or paulinesingley@verizon.net for more information and to register. FREE to VSHC members; \$25 non-members. More info www.vshc.org. An extra feature of the Expo, in addition to vendors, displays, good food and great people to meet and greet, is the opportunity to get your FLU SHOT at the discount rate of \$10.00 for VSHC members and \$20.00 for non-members (thanks to Rutland Regional Medical Center.)

OSHA 10 Plus! December 9, 10 & 11, 2008 at the Hannaford Career Center in Middlebury, VT. \$200** (VSHC Members); \$275** (Non-members) for the 3-day class which includes lunch and morning & afternoon snacks each day, OSHA manual and class materials and handouts. Attendees will receive OSHA Course Completion wallet card from Dept. of Labor. ****HALF PRICE for Manufacturing, Health Care, Environmental and Information Technology industries (see below.) Topics included in the program: Overview of OSHA, Citations, Penalties and Recordkeeping; Lead & Asbestos, and Bloodborne Pathogens; PPE and Haz Com and overview of Hazwoper; Confined Spaces; Slips, Trips & Falls and Material Handling (Forklifts); Machine Guarding, Lockout/Tagout & Portable Power Tools; Exit Routes, Emergency Action Plans; Fire Protection, Electrical Safety; Flammable and Combustible liquids; Air Quality, Ventilation; Special Topic: Hot Work Permits **Tuition Reimbursement: Up to 50% for employees from the manufacturing, healthcare, telecommunications, information technology & environmental industries through the St of Vt Training Program, Economic Development Department. How to Register (Checks made payable to VSHC): Denise Senesac of the Hannaford Career Center will be taking registrations. You can contact her at HCC, 51 Charles Ave, Middlebury, VT 05753; Phone: 802-382-1004 or 382-1012; Fax: 802-388-2591; Email: dsenesac@acsu.k12.vt.us. For more Information: Call or email Pauline Singley, President, VSHC, 802-352-4427 or Cell 802-989-2115; Email: paulinesingley@verizon.net. More info at www.vshc.org.

VT OSHA Record keeping & Return to Work Seminar - Windham Regional Career Center, 45 Career Circle, Brattleboro, VT. Wednesday, December 17th, 8:00 to 12:00 Noon. \$50.00 per person; 50% Vermont Training Fund reimbursement for specific sector industries (manufacturing, health care, information technology, environmental technology.) Contact Betsy Gentile, Workforce Development Manager at 802-451-3965 or betsy_gentile@wsesu.org to pre-register. This workshop will help you find the answers to some common and not so common record keeping and modified duty situations. The workshop is taught seminar-style with time for questions and practice of recording case scenarios. Handouts include current record keeping materials and supporting information on light or modified duty procedures. Instructor is Pauline Singley, Vermont HR and Safety Professional and President of the Vt Safety and Health Council. (802-352-4427)

Save The Date: Welding and Compressed Gas Safety workshop sponsored by the Northeast Kingdom Chapter of the Vermont Safety and Health Council. February 5th in St Johnsbury Vermont The workshop will be a half-day, starting at 8:30 am and ending at Noon with lunch. Event details, and registration info. Will be posted at: www.vshc.org

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).