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for Vermont*

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## Commissioner's Message

*Patricia A. McDonald, VDOL Commissioner*

### **Vermont Disability Program Navigators Support Katrina Relief Effort**

The Vermont Department of Labor answered the call from the U. S. Department of Labor requesting Disability Program Navigator volunteers in support of the Katrina Relief effort. Two Navigators, Katherine A. Henry and Elizabeth DeBoer spent two weeks in Louisiana and Mississippi working with the U. S. Department of Labor, state employment personnel, Navigators from other states and other Federal agency personnel. The Navigators assisted in the areas most affected by hurricane Katrina where numerous persons with disabilities were in immediate need of assistance. The populations that had been displaced were predominately poor individuals who experience one of the highest occurrences of disability within the American populations. Individuals with disabilities and their families need and require public assistance to aid them in regaining these essential services.

The U.S. Department of Labor authorized Disability Program Navigator states to allow their personnel to volunteer in an effort to assist in the affected regions. Navigators are trained and experienced to work with individuals who have disabilities and can provide important information to them. They are able to identify available resources through the shelters and workforce development agencies in the areas where people need help. Navigators are specialists in identifying and accessing local, state, and national resources and connecting them with those in need.

Kathy and Betty deployed directly to New Orleans, Louisiana but were immediately sent to Mississippi to work where their expertise was most needed. Vermont's initial deployment was for the period October 28, 2005 to November 10, 2005. Both Navigators have returned with many new experiences to relate and have briefed personnel at the Regional Resource Center's Friday staff meeting in Burlington and the VDOL Commissioner and the

*(Continued on page 2)*

## The Edge

### **High Technology Industries**

High tech grabs the spotlight, whether you're talking about the stock market or the labor market. Investors willing to risk volatility see the opportunity for above average returns from companies using cutting-edge technology. In the workplace, high technology is associated with strong job growth and above average wages. However, in our rapidly changing economy, it is sometimes difficult to define what is high tech.

The July issue of the Monthly Labor Review, published by the U.S. Bureau of Labor Statistics, contains an article by Daniel Hecker, which reviews potential definitions before settling on a group of 46 high technology industries. The basis for his definition is the concentration of technology-oriented occupations in the industry. Generally, he is looking at the relative importance of scientific, engineering and technician occupations in an industry. Nationally, 4.9 percent of total employment belongs to this group. A high technology industry is then defined as one

*(Continued on page 2)*

# Commissioner's Message –

*(continued from front page)*

Director, Workforce Development Division on November 28, 2005 in Montpelier.

A second deployment of Navigators from Vermont will be performing work in New Orleans and Baton Rouge, Louisiana for the period December 7th through the 17th, 2005.

Kathy Henry is returning to assist with the effort accompanied by Neil Morrissette.

Vermont and the Vermont Department of Labor are proud of the services provided by the Department's Disability Program Navigators to this great relief effort.

*Patricia A. McDonald*

## The Edge -

*(continued from front page)*

which has twice the average concentration of this select group of jobs. The group includes intuitively obvious members, such as computer and semiconductor manufacturing. However, it also includes a few that make you pause, such as forestry and federal government administration.

### Contact VDOL

If your address has changed or to discontinue your subscription, please email: [sredpath@labor.state.vt.us](mailto:sredpath@labor.state.vt.us)

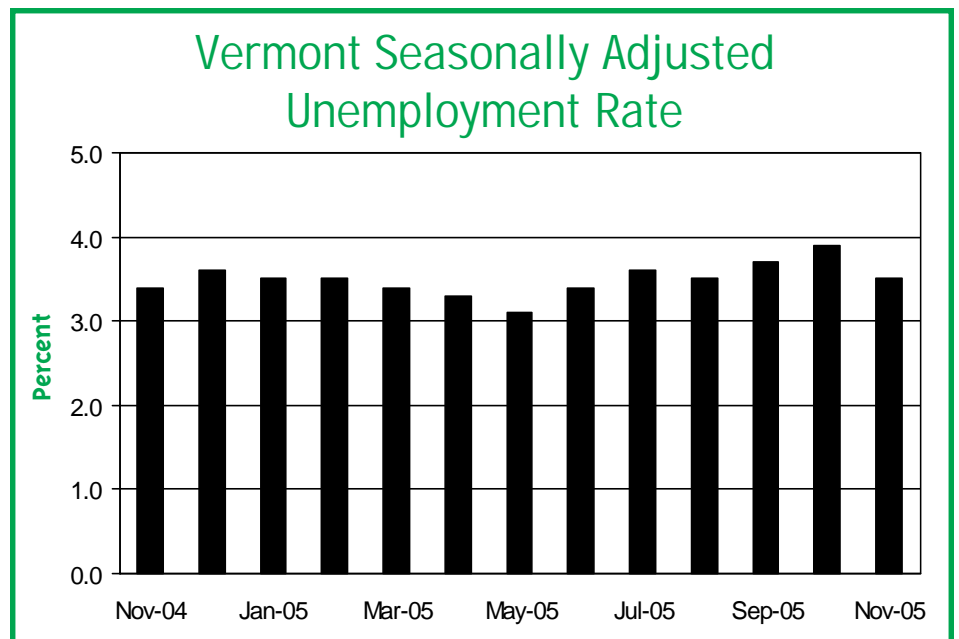
The group of high technology industries accounted for about 11 percent of total nonfarm wage and salary jobs nationally in 2002. In Vermont, this group of industries accounted for 10 percent of employment. If you were hoping for rapid job growth in the high tech sector, you were probably disappointed in recent years. From 1992 to 2002, employment for the high tech group increased by less than 8 percent nationally, compared to overall job growth of almost 20 percent. Projections from the Bureau of Labor Statistics (BLS) to 2012 show that high tech employment will continue to grow more slowly than the total.

High tech jobs are associated with higher than average wages and since the definition of a high tech industry is based on the concentration of this select group of occupations, it is not surprising that these industries pay above average wages. In Vermont, the average wage for the group was about \$55,800 in 2002, which was 80 percent higher than the average wage for all industries. This is partly the result of the dominance of computer and electrical equipment manufacturing, which averaged about \$59,000 for over 11,000 jobs in 2002.

The future for high tech is not clear-cut. The definition of the group may influence the results when you look at issues like job growth and productivity. Vermont has numerous private industries that belong to the group identified in this article. The most significant in terms of employment include:

- Semiconductor Manufacturing
- Engineering and Related Services
- Computer Systems Design Services
- Electric Power Generation & Distribution
- Aerospace Products Manufacturing

The performance of these companies will probably continue to be volatile but they offer higher returns at times for both investors and job seekers.



## Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Nov. '05	Oct. '05	Nov. '04	Changes from:	
				Oct. '05	Nov. '04
<b>TOTAL LABOR FORCE<sup>1</sup></b>	357,700	357,200	354,000	500	3,700
<b>EMPLOYED</b>	345,100	343,100	341,900	2,000	3,200
<b>UNEMPLOYED</b>	12,600	14,100	12,100	-1,500	500
<b>RATE (%)</b>	3.5	3.9	3.4	-0.4	0.1

<sup>1</sup>Includes proprietors, professionals, and unpaid family workers.

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

AREA	Total Labor Force	Number Employed	Number Unemployed	Nov-05 Rate (%)	Oct-05 Rate (%)	Nov-04 Rate (%)
Barre-Montpelier	25,500	24,450	1,000	4.0	3.8	3.7
Bennington	13,050	12,600	450	3.3	3.3	3.4
Bradford	5,250	5,100	150	3.0	2.8	3.6
Brattleboro	24,500	23,700	800	3.2	3.3	3.3
Burlington-South Burlington	115,050	111,350	3,700	3.2	3.3	2.8
Hartford	18,900	18,500	350	1.9	1.9	2.0
Manchester	12,600	12,100	450	3.8	3.1	4.4
Middlebury	18,500	17,900	600	3.2	2.9	3.4
Morristown-Stowe	20,050	19,350	700	3.5	3.0	3.8
Newport	14,650	14,000	600	4.2	4.9	4.0
Randolph	8,450	8,200	300	3.3	3.5	3.2
Rutland	28,800	27,800	1,000	3.5	3.5	3.3
Springfield	12,200	11,700	500	4.0	3.7	3.8
St. Johnsbury	15,350	14,800	500	3.4	3.0	3.2
Swanton-Enosburg	14,350	13,750	650	4.4	4.0	4.3
Warren-Waitsfield	4,150	4,050	100	2.7	2.5	2.2
Woodstock	3,650	3,550	100	2.4	2.5	2.5
Vermont Total	357,100	345,100	12,000	3.4	3.3	3.2

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

Colebrook, NH-VT	3,550	3,350	200	5.1	3.4	6.0
Lebanon, NH-VT	45,300	44,250	1,050	2.3	2.4	1.3
Littleton, NH-VT	14,650	14,150	500	3.4	2.9	2.9
North Adams, MA-VT	16,950	16,150	800	4.9	4.3	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:	
	Nov. '05	Oct. '05	Nov. '04	Oct. '05	Nov. '04
<b>Total - All Industries</b>	<b>309.1</b>	<b>309.3</b>	<b>305.4</b>	<b>-0.2</b>	<b>3.7</b>
<b>Private Industries</b>	<b>256.3</b>	<b>256.1</b>	<b>252.4</b>	<b>0.2</b>	<b>3.9</b>
Construction	17.7	17.8	16.7	-0.1	1.0
Manufacturing	37.3	37.5	37.1	-0.2	0.2
Retail Trade *	40.2	40.3	40.2	-0.1	0.0
Professional & Business Services	22.2	22.2	21.3	0.0	0.9
Private Ed. Services*	12.4	12.4	12.6	0.0	-0.2
Health Care & Social Assistance*	42.6	42.4	41.5	0.2	1.1
Leisure & Hospitality*	33.5	33.6	33.4	-0.1	0.1
<b>Total Government</b>	<b>52.8</b>	<b>53.2</b>	<b>53.0</b>	<b>-0.4</b>	<b>-0.2</b>

\*These estimates are not endorsed by the U.S Bureau of Labor Statistics.

Note: Total - All Industries estimate is seasonally adjusted independently.

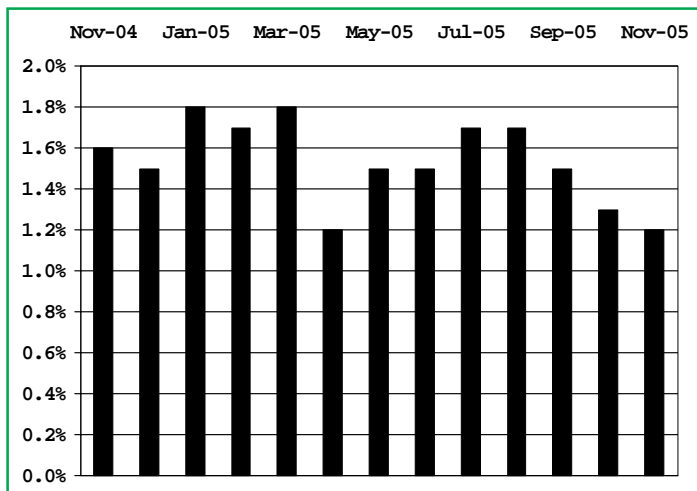
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request.

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

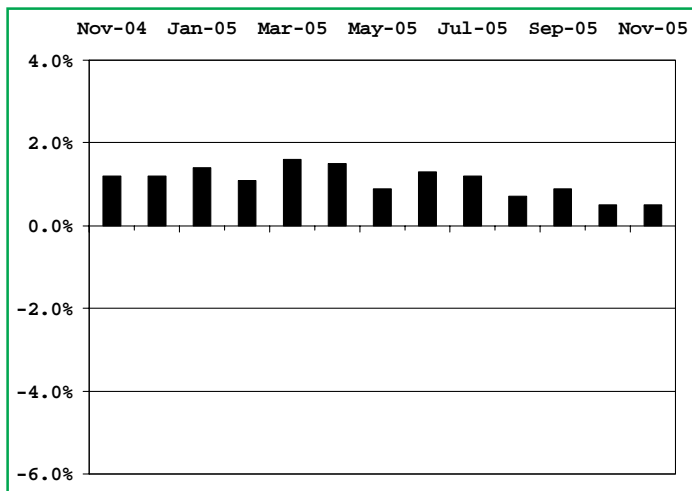
## Vermont Annual Job Growth

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:	
	Nov. '05	Oct. '05	Nov. '04	Oct. '05	Nov. '04
<b>TOTAL NONFARM</b>	<b>311,250</b>	<b>312,850</b>	<b>307,450</b>	<b>-1,600</b>	<b>3,800</b>
<b>TOTAL PRIVATE</b>	<b>255,450</b>	<b>257,350</b>	<b>251,650</b>	<b>-1,900</b>	<b>3,800</b>
<b>GOODS PRODUCING</b>	<b>57,050</b>	<b>57,600</b>	<b>55,650</b>	<b>-550</b>	<b>1,400</b>
MANUFACTURING	37,600	37,550	37,400	50	200
Durable Goods	26,850	26,800	26,650	50	200
Computer & Electrical Equipment Mfg.	9,500	9,450	9,200	50	300
Fabricated Metal Products Mfg.	3,050	3,050	2,800	0	250
Machinery Mfg.	3,000	2,950	3,050	50	-50
Transportation Equipment Mfg.	2,350	2,350	2,400	0	-50
Furniture & Related Product Mfg.	2,000	2,000	2,100	0	-100
Non-Durable Goods	10,750	10,750	10,750	0	0
Food Mfg.	3,900	3,950	3,950	-50	-50
CONSTRUCTION	18,350	18,900	17,300	-550	1,050
NATURAL RESOURCES & MINING	1,100	1,150	950	-50	150
<b>SERVICE-PROVIDING</b>	<b>254,200</b>	<b>255,250</b>	<b>251,800</b>	<b>-1,050</b>	<b>2,400</b>
TRADE, TRANSPORTATION AND UTILITIES	60,450	59,750	60,100	700	350
Wholesale Trade	10,450	10,400	10,050	50	400
Retail Trade	41,300	40,550	41,300	750	0
Food & Beverage Stores	9,850	9,650	9,700	200	150
General Merchandise Store	3,150	3,000	3,250	150	-100
Transportation, Warehousing and Utilities	8,700	8,800	8,750	-100	-50
Utilities	1,700	1,750	1,700	-50	0
Transportation & Warehousing	7,000	7,050	7,050	-50	-50
INFORMATION	6,150	6,100	6,300	50	-150
FINANCIAL ACTIVITIES	13,600	13,650	13,350	-50	250
Finance & Insurance	10,250	10,250	10,000	0	250
Real Estate, Rental & Leasing	3,350	3,400	3,350	-50	0
PROFESSIONAL AND BUSINESS SERVICES	22,300	22,450	21,400	-150	900
Professional, Scientific and Technical	13,200	13,150	12,500	50	700
Administrative, Support and Waste	8,850	9,150	8,400	-300	450
EDUCATIONAL AND HEALTH SERVICES	55,450	55,150	54,550	300	900
Educational Services	12,900	12,800	13,100	100	-200
College, Universities and Professional	6,800	6,750	6,900	50	-100
Health Care and Social Assistance	42,550	42,350	41,450	200	1,100
Ambulatory Health Care Services	16,600	16,500	16,100	100	500
Hospitals	10,550	10,500	10,650	50	-100
Nursing and Residential Care Facilities	6,950	6,900	6,800	50	150
LEISURE AND HOSPITALITY	30,300	32,450	30,100	-2,150	200
Arts, Entertainment and Recreation	3,400	4,100	3,200	-700	200
Accommodation and Food Services	26,900	28,350	26,900	-1,450	0
Accommodations	8,850	9,400	9,100	-550	-250
Hotel & Motels	8,050	8,200	8,100	-150	-50
Food Services and Drinking Places	18,050	18,950	17,800	-900	250
OTHER SERVICES	10,150	10,200	10,200	-50	-50
<b>GOVERNMENT</b>	<b>55,800</b>	<b>55,500</b>	<b>55,800</b>	<b>300</b>	<b>0</b>
Federal Government	6,350	6,400	6,350	-50	0
State Government Education	9,050	8,850	9,050	200	0
Local Government Education	23,950	23,750	24,050	200	-100
Other State Government	9,400	9,550	9,300	-150	100
Other Local Government	7,050	6,950	7,050	100	0



# VDOL Assignment Announcement

The Department of Labor is pleased to announce the assignment of Dan Whipple to the position of **Compliance Assistance Specialist** in the VOSHA enforcement program. Mr. Whipple will provide advice and assistance to businesses, particularly small business employers, local labor affiliates and other stakeholders to help achieve VOSHA's compliance assistance goals through effective outreach, training, education, and information sharing. He will provide expert level advice and training on regulations and VOSHA programs, primarily in response to requests by employers and employees.

Dan will coordinate compliance assistance work with the VOSHA office and the Program Manager, to support initiatives in such areas as external and internal training programs and the identification of small business needs and concerns. He will serve as a liaison to stakeholders in partnerships and other strategic initiatives, keeping the VOSHA office staff informed of these activities.

His major duties will include:

Planning, developing and implementing external training and education programs, providing for or personally conducting outreach sessions on new standards, directives, and emerging industry practices and processes.

Analyzing stakeholder requests for training/compliance assistance and designing and developing training and outreach materials to meet those needs. Presenting training and/or outreach materials and evaluating the outcomes of these efforts.

Responding to public queries regarding technical interpretations of VOSHA standards and policies.

Promoting voluntary compliance and keeping the public aware of changes in the safety and occupational health field.

Conducting public demonstrations of OSHA computer-based Internet outreach materials, advisors, e-Tools etc., to further public knowledge and use of materials interpreting safety and health standards and regulations.

Dan will work as the Voluntary Protection Program (VPP) coordinator for the VOSHA office providing advice, assistance and guidance to VOSHA stakeholders interested in Voluntary Protection Programs (VPP) and arranging for specialized training on compliance issues and standards interpretations.

He will identify and maintain working relationships with public and private stakeholders (state and local governments, unions, trade/industry associations, chambers of commerce, insurance companies, educational institutions and others) to promote safety and health programs and the concept of voluntary compliance with VOSHA safety and health standards.

Dan is based in Newport, but works statewide with stakeholders. He can be reached at 802-334-4367 or at his e-mail [dan.whipple@labor.state.vt.us](mailto:dan.whipple@labor.state.vt.us)



# NOTICE

## MINIMUM WAGE

Vermont's minimum wage rate will change as stated below. (Note: Effective since July 1, 1989, "if the minimum wage rate established by the U.S. Government is greater than the rate established for Vermont for any year, the Vermont minimum wage rate shall be the rate established by the U.S. Government".)

### MINIMUM WAGE RATE:

**Effective 01/01/2005:** \$7.00 per hour worked

**Effective 01/01/2006:** \$7.25 per hour worked

Employers engaged in the hotel, motel, tourist place and restaurant industry shall receive a tip credit for tips actually earned and retained by service or tipped employees. For service and tipped employees the basic wage rate will be:

#### Minimum Base Rate

Rate, effective 1/1/2005: \$3.65/hr.

Rate, effective 1/1/2006: \$3.65/hr.

#### Maximum Tip Credit Allowed

\$3.35/hr.

\$3.60/hr.

**Service or Tipped Employees** – is defined as "A service or tipped employee" means an employee of a hotel, motel, tourist place, or restaurant who customarily and regularly receives more than \$30.00 per month in tips for direct and personal customer services.

The basic wage rate is the minimum required employer contribution towards the minimum wage. If an employee does not receive sufficient tips in the work week to at least achieve the minimum wage for all hours worked that week, the employer must make up the difference.

### *How to Contact Us:*

**Vermont Department of Labor**

**5 Green Mountain Drive**

**P.O. Box 488**

**Montpelier, Vermont 05601-0488**

**Email: [wagehour@labor.state.vt.us](mailto:wagehour@labor.state.vt.us)**

**Telephone: (802) 828-2157**

**Fax: (802) 828-4198**

#### **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).

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WH-11 (8/05)



DEPARTMENT OF LABOR

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### Looking for Business Safety Training in Vermont?

The Vermont Department of Economic Development (DED) Business Calendar lists safety and other business training statewide at:

[www.thinkvermont.com/calendar/index.cfm](http://www.thinkvermont.com/calendar/index.cfm)

*To have a Vermont business safety or other training event listed on the DED Business Calendar, please send information on the event (with the what, where, when, who and registration information included) to Ken Horseman at [ken@thinkvermont.com](mailto:ken@thinkvermont.com)*

ALSO sign up for the VOSHA Safety Training & Resource Announcements list serve at <http://mail.state.vt.us/guest/RemoteListSummary/vosha>

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