

Commissioner's Message *Patricia Moulton Powden*

As part of the President's stimulus package, the Vermont Department of Labor (VDOL) received American Recovery and Reinvestment Act (ARRA) funds for Summer Youth Employment Programs (SYEP). The focus of this money is work experience, assisting youth in gaining work skills, and ultimately preparing them to enter the workforce. Stimulus funds also have an emphasis on serving older (18-24 years old) and out-of-school youth who are eligible for WIA (Workforce Investment Act) funds.

The response to the ensuing Request for Proposals was overwhelming; we received over 80 proposals totaling almost 6 times the amount of money we had to award. With the influx of the stimulus funds combined with VDOL's normal Summer Employment Opportunity funds, the department expects to enroll approximately 1,000 Vermont youth this summer.

Please note: Funding amounts include wages and fringe for participants.

The following are among the programs that will be receiving ARRA/SYEP funds:

Weatherization Camps, Vermont Technical College, Randolph. Participants ages 18-24 will be recruited to learn weatherization job skills during two, two week residential camps.

The Vermont Department of Forests, Parks, and Recreation will be hiring older youth to provide maintenance and renovations to our state park system providing students with skills specific training in construction, masonry and more.

COVER Home Repair, Hartford will recruit up to 20 eligible youth from the Upper Valley Region to be a part of the COVER Youth Corps which will complete 12 weatherization projects and 4 wheelchair ramps.

Families First, Wilmington. 12 young people will work at the Guilford Church program responding to community needs: stacking wood, gardening, and yard work for the elderly. Another 12 with developmental disabilities will work on business development plans for a recycling business and a reading program for daycare centers and libraries.

Media Technology Institute, Lyndon Center, will use ARRA funds to support the Broadcast Journalism Camp for high technology skill development of 12 young adults between the ages of 16-24 with the final outcome of full-time employment in technology based positions with Northeast Sports Network, Inc.

Montpelier Parks: Historic Preservation Training Program, Montpelier, will host a work crew of 10 older youth (18-24) to restore the Hubbard Park Observation Tower in Montpelier.

Northeast Kingdom Community Action, Inc. will place younger out-of-school youth, at risk youth, and older out-of-school youth at a variety of employers in the Northeast Kingdom.

Northeast Kingdom Human Services, Inc., St. Johnsbury, will organize approximately 20 youth into work crews that will: maintain St. Johnsbury, Lyndonville, and Northeastern Vermont Regional Hospital walking/hiking trails, assist the Weed and Seed Club in landscap, repair and paint local alternative schools, plant and maintain community gardens, create a youth park, and other community activities.

Project SOAR, St. Albans, will place 11 high school students (ages 14-17) and 4 out-of-school youth (18-21) in part-and full-time jobs in Franklin and Grand Isle Counties.

Randolph Technical Career Center, Randolph, will place 12 out-of-school youth (18-24) in jobs that will begin mid-June, with a week of work readiness skill building and run through September 30.

ReCycle North, Burlington/Barre, will enroll 6 out-of-school youth in Burlington who will be YouthBuild participants and/or recent graduates. They will be employed at ReCycle North learning green construction and employability skills.

Smokey House Center, Danby, will provide work opportunities for 14 youthworkers (ages 14-24) to teach the skills, habits and attitudes necessary for success in the workplace. They will learn relevant workplace skills including those needed for emerging 'green jobs'.

Sunrise Family Resource Center, Bennington, will run a six-week work readiness and career exploration program to meet the needs of 15 older youth, 18-24, who are pregnant and parenting.

Tutorial Center, Bennington, will recruit 8 youth, ages 14-24, who will engage in 'green growing' horticultural work for 8 weeks, 20 hours per week.

U-32 High School, E. Montpelier, will enroll approximately 17 youth aged 14-22, some of whom require 'supported employment'. After a week of job readiness classes and assessment, participants will be placed on jobsites, many of which will fall into the categories of green jobs and weatherization, for 8 weeks.

Vermont Works for Women (VWW), Burlington, will place approximately 20 female participants from northern Vermont, ages 16-24, in two fields that are experiencing growth: green jobs/energy efficiency and the culinary arts.

Vocational Rehabilitation, Burlington, will create a demonstration project that will engage VocRehab clients, having a wide range of disabilities, ages 18-24, in considering a career in the health care field.

White River Craft Center, Randolph, will recruit 15 Randolph area at risk youth, ages 18-24. The program will include 3 days of orientation focusing on basic work competencies. Two professional contractors will work with participants training them in proper and safe use of tools/protective equipment, woodworking, electrical concepts, and other carpentry and weatherization skills.

Youth Services, Brattleboro, will provide a seven week academic and occupational summer experience for nine WIA eligible youth ages 14-16. Youth will spend mornings working at various sites around the community and afternoons in workplace readiness skill building.

For more in-depth information, please visit our website: <http://labor.vermont.gov/>

Peter M. Powell

The Edge

Vermont Employers Need To Establish Policies for Cell Phone Users

If there was ever a need for Vermont businesses to establish policies for the use of cell phones for their on-the-road employees, it is now. A recent edition of Employers State Law Alert, a publication that summarizes significant new employment laws and regulations in all 50 states, highlighted this potentially expensive issue.

Project RoadSafe was granted permission to use parts of the report about employers being sued by employees who were using cell phones while they were driving on the job. The report states that *"the most common suits are related to accidents caused by employees using cell phones while driving. Employers are often found liable for an accident victim's injuries where an employee caused the accident while using his cell phone in the scope of his employment."*

The report goes on to say, *"While state laws addressing the use of cell phones while driving are not aimed at employers, they must be carefully considered when developing policies on the use of any type of mobile electronic communication devices used by employees. Recently a Court of Appeal upheld a decision that found an employer vicariously liable for an accident caused by an employee while talking on a cell phone. The court found that the absence of a policy against the use of cell phones while driving was a significant factor in holding the employer liable."*

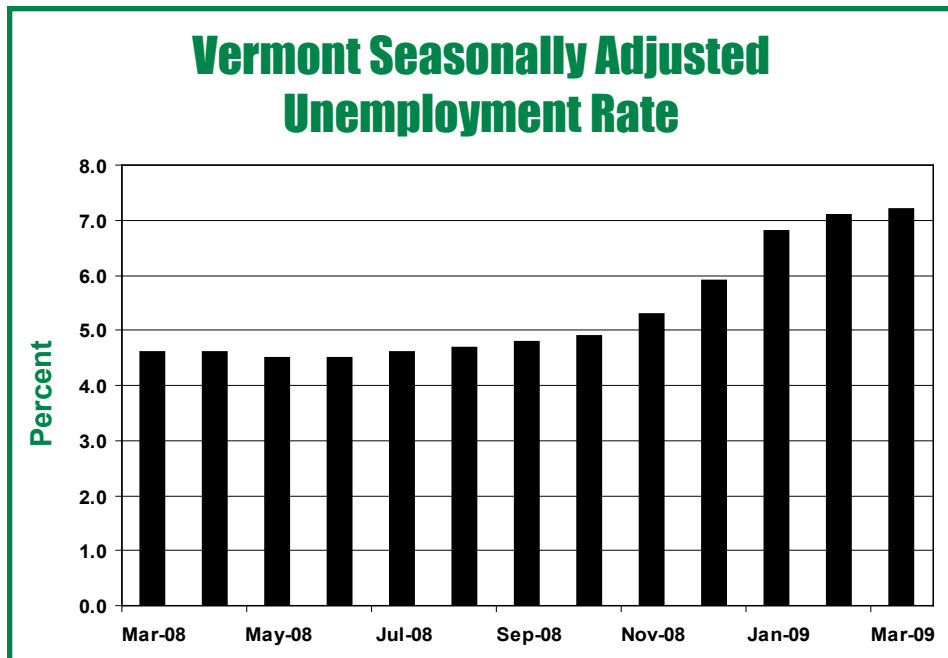


“Policies should address not only the use of employer-issued cell phones, but also personal cell phones being used for business purposes. Likewise, employer-issued phones used outside the scope of the workplace for personal reasons raise liability concerns and should be addressed. Policies should also address not only talking on a handheld device, but also texting, e-mailing, and even using GPS. Recently an employer paid out a large settlement to a woman who was hit by an employee who was distracted while using his smartphone’s GPS feature to make a delivery.

“It has always been important for employers to have clear and specific policies on the use of cell phones and other communications devices by employees. With an increasing number of states addressing the use of these devices while driving, employers must be even more vigilant in writing their policies and providing training that encompasses state restrictions.”

“Excerpted from Employers State Law Alert, Vol. 4, No. 2
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For more information, visit <http://www.hrhero.com/esla/>”

In Vermont, the Legislature is considering a bill (H.147) that would restrict only the use of hand-held cell phones while driving. The proposed law would not allow the use of any wireless telephone or handheld electronic device by people with a learner’s permit or a junior operator’s license. Anyone else could use a cell phone, hand-held or hands-free, while driving. The bill will be up for action in the House on April 7.



**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

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). Interpretative services are available for limited English proficiency customers. For more information please visit: <http://www.dol.gov/oasam/programs/crc/ISpeakCards.pdf>

Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Mar. '09	Feb. '09	Mar. '08	Changes from:	
				Feb. '09	Mar. '08
TOTAL LABOR FORCE¹	359,000	358,100	354,700	900	4,300
EMPLOYED	333,200	332,800	338,600	400	-5,400
UNEMPLOYED	25,800	25,300	16,200	500	9,600
RATE (%)	7.2	7.1	4.6	0.1	2.6

¹Includes proprietors, professionals, and unpaid family workers.

VCM Regression Methodology

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

AREA	Total Labor Force	Number Employed	Number Unemployed	Mar-09 Rate (%)	Feb-09 Rate (%)	Mar-08 Rate (%)
Barre-Montpelier	29,000	26,450	2,550	8.8	8.7	5.9
Bennington	13,450	12,200	1,250	9.2	9.7	5.0
Bradford	4,950	4,450	450	9.4	10.2	6.6
Brattleboro	24,100	22,550	1,600	6.6	6.7	4.5
Burlington-South Burlington	112,200	104,250	7,950	7.1	6.6	4.2
Hartford	19,850	18,950	850	4.3	4.7	3.2
Manchester	12,600	11,550	1,050	8.3	7.9	4.8
Middlebury	18,150	16,600	1,600	8.7	8.5	5.2
Morristown-Stowe	20,900	19,050	1,850	9.0	8.6	6.2
Newport	14,300	12,550	1,750	12.1	12.1	8.8
Randolph	8,750	7,950	800	9.2	8.9	5.9
Rutland	26,600	24,200	2,400	9.0	8.7	5.3
Springfield	13,250	12,300	950	7.0	7.0	4.2
St. Johnsbury	15,200	13,800	1,350	8.9	8.9	5.6
Swanton-Enosburg	14,250	12,850	1,450	10.0	9.8	7.2
Warren-Waitsfield	4,150	3,900	200	5.0	4.6	3.2
Woodstock	3,500	3,300	200	5.5	5.2	3.4
Vermont Total	357,350	329,000	28,350	7.9	7.8	5.0

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

Colebrook, NH-VT	3,950	3,500	500	12.2	12.2	5.2
Lebanon, NH-VT	47,150	45,250	1,900	4.0	4.1	2.8
Littleton, NH-VT	14,450	13,350	1,100	7.5	7.6	4.4
North Adams, MA-VT	17,550	15,850	1,700	9.7	9.7	6.1

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:		Otm	Oty
	Mar. '09	Feb. '09	Mar. '08	Feb. '09	Mar. '08	Change %	Change %
Total - All Industries	294.6	296.7	307.9	-2.1	-13.3	-0.7	-4.3
Private Industries	240.7	242.6	254.0	-1.9	-13.3	-0.8	-5.2
Construction	12.8	12.7	15.9	0.1	-3.1	0.8	-19.5
Manufacturing	31.2	31.8	35.5	-0.6	-4.3	-1.9	-12.1
Durable Goods	22.0	22.7	25.9	-0.7	-3.9	-3.1	-15.1
Non-Durable Goods	9.2	9.1	9.6	0.1	-0.4	1.1	-4.2
Trade, Transportation & Utilities	55.9	55.8	59.4	0.1	-3.5	0.2	-5.9
Retail Trade	37.4	37.4	40.3	0.0	-2.9	0.0	-7.2
Trans., Warehousing & Utilities	8.4	8.4	8.7	0.0	-0.3	0.0	-3.4
Financial Activities	12.6	13.0	12.9	-0.4	-0.3	-3.1	-2.3
Professional & Business Services	20.6	21.2	22.3	-0.6	-1.7	-2.8	-7.6
Professional, Scientific & Technical	12.4	12.9	13.4	-0.5	-1.0	-3.9	-7.5
Administrative Support & Waste	7.6	7.7	8.8	-0.1	-1.2	-1.3	-13.6
Education & Health Services	60.0	59.4	58.4	0.6	1.6	1.0	2.7
Private Ed. Services	13.5	13.3	13.3	0.2	0.2	1.5	1.5
Health Care & Social Assistance	46.5	46.1	45.1	0.4	1.4	0.9	3.1
Leisure & Hospitality	31.5	32.3	32.9	-0.8	-1.4	-2.5	-4.3
Arts, Entertainment & Recreation	3.8	3.9	3.9	-0.1	-0.1	-2.6	-2.6
Accommodation & Food Services	27.7	28.4	29.0	-0.7	-1.3	-2.5	-4.5
Other Services	9.4	9.5	9.9	-0.1	-0.5	-1.1	-5.1
Total Government	53.9	54.1	53.9	-0.2	0.0	-0.4	0.0
State Government	17.8	17.7	18.2	0.1	-0.4	0.6	-2.2
Local Government	29.9	30.1	29.6	-0.2	0.3	-0.7	1.0
Burlington - S. Burlington MSA							
Total - All Industries	108.4	109.6	114.1	-1.2	-5.7	-1.1	-5.0

Statewide Total - All Industries estimate is seasonally adjusted independently.

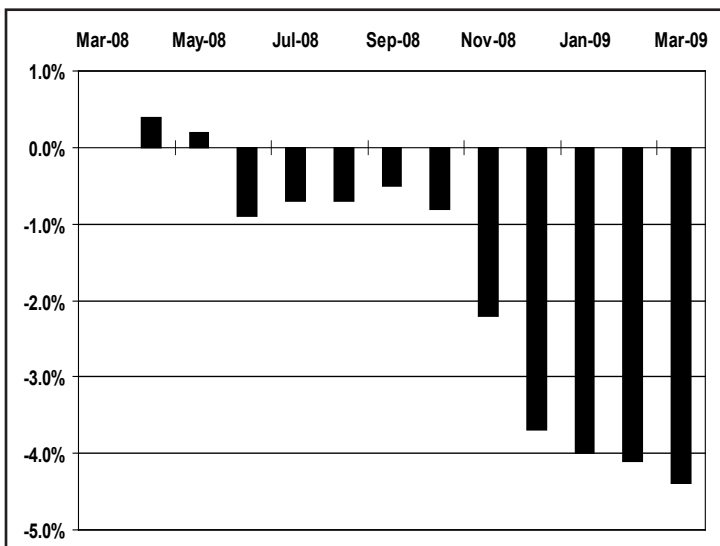
Note: Beginning January 2009 Vermont will publish a seasonally adjusted Total-All Industries estimate for the Burlington - S. Burlington MSA. Seasonal factors available from VDOL/LMI on request.

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

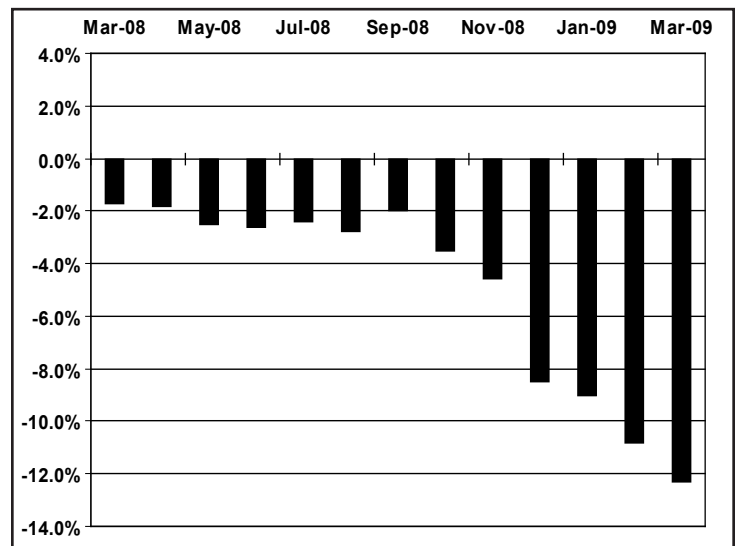
Vermont Annual Job Growth

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. '09	Feb. '09	Mar. '08	Feb. '09	Mar. '08
TOTAL NONFARM	293,600	295,500	307,000	-1,900	-13,400
TOTAL PRIVATE	237,250	238,950	250,650	-1,700	-13,400
GOODS PRODUCING	42,200	42,800	49,250	-600	-7,050
MANUFACTURING	30,800	31,450	35,100	-650	-4,300
Durable Goods	21,800	22,450	25,600	-650	-3,800
Computer & Electrical Equipment Mfg.	8,600	8,900	9,350	-300	-750
Fabricated Metal Products Mfg.	2,450	2,500	2,550	-50	-100
Non-Durable Goods	9,000	9,000	9,500	0	-500
Food Mfg.	3,800	3,800	3,900	0	-100
CONSTRUCTION	10,650	10,600	13,300	50	-2,650
MINING & LOGGING	750	750	850	0	-100
SERVICE-PROVIDING	251,400	252,700	257,750	-1,300	-6,350
TRADE, TRANSPORTATION AND UTILITIES	54,650	54,750	58,200	-100	-3,550
Wholesale Trade	9,950	9,900	10,300	50	-350
Retail Trade	36,450	36,500	39,350	-50	-2,900
Food & Beverage Stores	9,900	9,850	9,900	50	0
General Merchandise Store	2,700	2,700	2,850	0	-150
Transportation, Warehousing and Utilities	8,250	8,350	8,550	-100	-300
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	6,550	6,650	6,850	-100	-300
INFORMATION	5,500	5,500	5,800	0	-300
FINANCIAL ACTIVITIES	12,650	12,750	12,800	-100	-150
Finance & Insurance	9,400	9,500	9,600	-100	-200
Real Estate, Rental & Leasing	3,250	3,250	3,200	0	50
PROFESSIONAL AND BUSINESS SERVICES	19,800	20,200	21,750	-400	-1,950
Professional, Scientific and Technical	12,450	12,800	13,350	-350	-900
Administrative, Support and Waste	7,000	7,050	8,100	-50	-1,100
EDUCATIONAL AND HEALTH SERVICES	60,100	59,500	58,600	600	1,500
Educational Services	13,900	13,850	13,700	50	200
College, Universities and Professional	7,300	7,300	7,250	0	50
Health Care and Social Assistance	46,200	45,650	44,900	550	1,300
Ambulatory Health Care Services	16,150	16,000	15,900	150	250
Hospitals	12,550	12,500	12,000	50	550
Nursing and Residential Care Facilities	6,900	6,850	6,750	50	150
LEISURE AND HOSPITALITY	33,000	34,200	34,500	-1,200	-1,500
Arts, Entertainment and Recreation	3,450	3,450	3,550	0	-100
Accommodation and Food Services	29,550	30,750	30,950	-1,200	-1,400
Accommodations	12,900	13,850	13,150	-950	-250
Hotel & Motels	12,050	12,900	12,300	-850	-250
Food Services and Drinking Places	16,650	16,900	17,800	-250	-1,150
OTHER SERVICES	9,350	9,250	9,750	100	-400
GOVERNMENT	56,350	56,550	56,350	-200	0
Federal Government	6,150	6,200	6,000	-50	150
State Government Education	9,250	9,150	9,450	100	-200
Local Government Education	24,500	24,800	24,200	-300	300
Other State Government	9,250	9,350	9,650	-100	-400
Other Local Government	7,200	7,050	7,050	150	150

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.

Beginning with the January '09 estimates CES has implemented a change to the Super Sector previously titled "Natural Resources & Mining" to "Mining & Logging". It's merely a change of title to better reflect the true makeup of the Super Sector in CES.

Teen Workers

It is that time of year again when employers are gearing up for summer work. As in previous years there are many teen workers looking for jobs. Teen workers can be an asset to your workforce. They are enthusiastic and eager to learn. However, injuries can have a lifelong impact, and on-the-job injuries to teens can be costly, even deadly.

According to NIOSH, each year about 70 teens die and about 77,000 are injured seriously enough to require hospital emergency department treatment. An estimated 230,000 working teens may be injured each year.

The Vermont Occupational Safety and Health Act requires that employers provide a safe and healthful work environment for employees and comply with Vermont occupational safety and health standards. This includes, but is not limited to:

- Employers must assess the hazards in their workplace, select the appropriate personal protective equipment (PPE) for their employees, (such as gloves, aprons, and foot protection) and have their employees use the PPE [1910.132(a)] and [1910.132(d)].
- Employers must make any employees exposed to hazardous materials aware of the hazards and train them to protect themselves from these hazards [1910.1200 Hazard Communication Standard].
- Employers must display a poster prepared by the Vermont Department of Labor (VDOL) informing employees of the protections of the Vermont Occupational Safety and Health and its amendments.



Employers should consider implementing the following:

- A review of the worksite to identify and eliminate hazards to ensure that jobs are as safe as possible.
- Provide training to ensure that adolescents recognize hazards and are competent in safe work practices. Training should include how to prepare for fires, accidents, violent situations, and what to do if they get injured. Teens need to know that if they get injured, they have the right to file a Workers' Compensation claim to cover their medical benefits and some of their lost work time.
- Provide appropriate supervisors for teens that can recognize hazards and be competent in safe work practices.
- Routinely verify through supervision that teens continue to recognize hazards and use safe work practices.
- Stress safety, particularly among first-line supervisors; they have the greatest opportunity to influence teens and their work habits.
- Implement a mentoring or buddy system for new youth workers. Have either an adult or experienced teen work with the teen to answer questions to help the inexperienced worker learn the ropes of a new job.
- Encourage teens to ask questions about tasks or procedures that are unclear or not understood.
- Remember that teens are not just "little adults." Employers must be mindful of the unique aspects of communicating with teens.
- Ensure that equipment operated by teens is both legal and safe for them to use. Employers should label equipment young workers are not allowed to operate.

- Develop a drug-free workplace program. Abuse of alcohol and other drugs by workers of any age creates significant but avoidable workplace hazards. Drug-free workplace programs that educate employees about drug issues help improve workplace safety and health and send a clear, early signal to young workers that in order to work, they must be drug free.
- Develop a safety and health program in your facility to help prevent workplace injuries. A strong safety and health program involves all workers, supervisors, management, experienced workers, and teen workers.

The US Department of Labor has set up a website for employers, educators and workers on the rights and responsibilities of each party.

This website can be found at: <http://www.osha.gov/SLTC/teenworkers/index.html>

If you have questions you can contact VOSHA at 802-828-2765 or Project WorkSAFE consultation at 1-888-SAFE YES

Prohibited Occupations for Non-Agricultural Employees

The child labor rules that apply to non-agricultural employment depend on the age of the young worker and the kind of job to be performed. 14 years old is the minimum age for non-agricultural employment covered by the FLSA. In addition to restrictions on hours, the Secretary of Labor has found that certain jobs are too hazardous for anyone under 18 years of age to perform. There are additional restrictions on where and in what jobs 14- and 15-year-olds can work. These rules must be followed unless one of the FLSA's child labor exemptions apply.

- A youth **18 years or older** may perform any job, whether hazardous or not.
- A youth **16 or 17 years old** may perform any non-hazardous job. (See the list of hazardous occupations below.)
- A youth **14 and 15 years old** may not work in the manufacturing or mining industries, or in any hazardous job. (See the list of hazardous occupations below.) In addition, a 14- or 15-year-old may not work in the following occupations:
 - 9 Communications or public utilities jobs;
 - 9 Construction or repair jobs;
 - 9 Driving a motor vehicle or helping a driver;
 - 9 Manufacturing and mining occupations;
 - 9 Power-driven machinery or hoisting apparatus other than typical office machines;
 - 9 Processing occupations;
 - 9 Public messenger jobs;
 - 9 Transporting of persons or property;
 - 9 Workrooms where products are manufactured, mined or processed;
 - 9 Warehousing and storage.

A 14- or 15-year-old **may work in retail stores, food service establishments and gasoline service stations.** However, a 14- or 15-year-old **may not** perform the following jobs in the retail and service industries:

- 9 Baking;
- 9 Boiler or engine room work, whether in or about;
- 9 Cooking, except with gas or electric grilles that do not involve cooking over an open flame and with deep fat fryers that are equipped with and utilize devices that automatically lower and raise the baskets in and out of the hot grease or oil;
- 9 Freezers or meat coolers work;
- 9 Loading or unloading goods on or off trucks, railcars or conveyors;
- 9 Meat processing area work;

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- 9 Maintenance or repair of a building or its equipment;
 - 9 Operating, setting up, adjusting, cleaning, oiling, or repairing power-driven food slicers, grinders, choppers or cutters and bakery mixers;
 - 9 Outside window washing, or work standing on a window sill, ladder, scaffold or similar equipment;
 - 9 Warehouse work, except office and clerical work.

The jobs a 14- or 15-year-old **may do in the retail and service industries** include:

- 9 Bagging and carrying out customer's orders;
- 9 Cashiering, selling, modeling, art work, advertising, window trimming, or comparative shopping;
- 9 Cleaning fruits and vegetables;
- 9 Clean-up work and grounds maintenance - The young worker may use vacuums and floor waxers, but he or she cannot use power-driven mowers, cutters, and trimmers;
- 9 Clean cooking equipment, including the filtering, transporting and dispensing of oil and grease, but only when the surfaces of the equipment and liquids do not exceed 100° F;
- 9 Delivery work by foot, bicycle, or public transportation;
- 9 Kitchen and other work in preparing and serving food and drinks, but not cooking or baking (see hazardous jobs);
- 9 Office and clerical work;
- 9 Pricing and tagging goods, assembling orders, packing, or shelving;
- 9 Pumping gas, cleaning and polishing cars and trucks (but the young worker cannot repair cars, use garage lifting rack, or work in pits);
- 9 Wrapping, weighing, pricing, stocking any goods as long as the young worker does not work where meat is being prepared and does not work in freezers or meat coolers.

ANNOUNCEMENT

Osher Foundation Reentry Scholarship Endowment

The Bernard Osher Foundation has made a generous endowment to the University of Vermont to provide scholarship support for students seeking their degree after a significant break in their studies.

The endowment will provide \$2,500 scholarships for students between the ages of 25 and 50 who either didn't finish college or never attended. If you meet these criteria, we welcome your application for scholarship support.

Go to http://www.uvm.edu/~learn/Osher_Scholarship.pdf to download the instructions and application or call Continuing Education at 800-639-3210 or 656-2085.