

VOSHA PENALTY INCREASE EXPLAINED

For a complete explanation for the recent VOSHA Penalty Increase, click [here](#).

GlobalFoundrie's Foundry Friday's Job Opportunities and Job Fair

The Vermont Department of Labor has teamed up with GlobalFoundries, in an effort to help fill the company's more than 50 available positions.

The Department of Labor will host Foundry Fridays on August 11, 18 and 25 at each of its 12 Career Resource Center across the state. On each of these Fridays, anyone interested in applying for a job at GlobalFoundries in Essex Junction, VT can receive assistance filling out a GlobalFoundries application and get information about available job opportunities.

In addition, the Department, along with GlobalFoundries, will host a job fair on August 30, 2017 at the Double Tree located on Williston Road in South Burlington from 3pm-6pm. This job fair is open to the public.

GlobalFoundries recently announced an increase in the starting wage for entry-level positions. Successful new hires will start as an Advanced Manufacturing Technician-Temporary

earning \$14.50 per hour with health benefits and a retirement plan. After three years, these same individuals will become permanent employees, and will automatically receive a wage increase bringing them to \$15.00 per hour.

Applications will be reviewed by GlobalFoundries human resources staff when they are received, and qualified applicants will be given an opportunity to participate in an on-site interview at GlobalFoundries.

The Department of Labor has Career Resource Centers in Barre, Bennington, Brattleboro, Burlington, Middlebury, Morrisville, Newport, Rutland, Springfield, St. Albans, St. Johnsbury, and White River Junction. All Career Resource Centers are open Friday's from 9:45am to 4:30pm and are staffed with highly-knowledge workforce development professions.

For more information about the Department of Labor's Career Resource Centers or any other Department services, visit www.labor.vermont.gov or call 888.807.7072.

NO COST TRAINING PROGRAM FOR MEDICAL ASSISTANTS

NO COST TRAINING PROGRAM FOR MEDICAL ASSISTANTS

Dartmouth-Hitchcock in Lebanon, NH is looking for Vermont and New Hampshire career-seekers to join their Medical Assistant Education Program. No experience is required, and selected participants will earn \$14 - \$14.50 per hour with full benefits after successful completion of the 11 week program. After completion of a one-year apprenticeship, potential earnings may increase based on performance. To learn more and participate, please apply online before September 24th, 2017

by visiting www.vhitec.org. For additional questions, please call (802)872-0660. Dartmouth-Hitchcock is an Equal Opportunity Employer.

WORKFORCE READINESS INSTITUTE

Dartmouth-Hitchcock

Are you looking for a new opportunity, a fresh start or to launch a career in healthcare?
Learn more about the Medical Assistant Apprenticeship Program!

You are invited to attend an orientation session to learn more about the Medical Assistant Apprenticeship program offered by the Dartmouth-Hitchcock Workforce Readiness Institute and the Institute for American Apprenticeships at Vermont HITEC on **Wednesday, September 20th** in Keene, NH or **Monday, September 25th** in Lebanon.

Up to 20 individuals will be selected for this intensive 11-week training program and all program graduates will be hired by **Dartmouth-Hitchcock in Lebanon, Cheshire Medical Center/D-H Keene, Alice Peck Day Memorial Hospital or New London Hospital** and enrolled in a 2000 hour U.S registered apprenticeship.

Earn college credit while you learn:

Selected candidates will participate in college-level classroom learning and spend significant time shadowing and developing clinical skills.

Courses include:

- Medical Terminology
- Anatomy & Physiology
- Pathophysiology
- Pharmacology
- Healthcare Professional Communications
- History of Healthcare
- Healthcare Documentation
- Electronic Health Record Systems
- Medical Assistant Standards & Practices
- Preparation for Clinical Medical Assistant Certification Exam (CCMA)



For more information and to
APPLY ONLINE
visit www.vhitec.org by
September 24th, 2017
No Experience Required!

Apprenticeship and Employment Opportunity:

Apprenticeship combines education with on-the-job training and apprentices are able to “earn while they learn.”

- The starting wage for apprentices, at the conclusion of the 11-week training program, is between \$14.00-\$14.50/hour. Apprentices have the opportunity to earn performance-based increases as they continue to develop their skills. All apprentices are offered a comprehensive benefits package.

To learn more about Dartmouth-Hitchcock visit www.dartmouthhitchcock.org

The Dartmouth-Hitchcock Workforce Readiness Institute Training Program is offered in partnership with:



This program is funded in part by a grant from the U.S. Department of Labor. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability or genetics.

The Springfield Career Resource Center has new phone numbers

The Vermont Department of Labor's Springfield Career Resource Center has converted to a new telephone system. In doing so, the Springfield Career Resource Center has had to change all their existing numbers. The new phone numbers are:

Springfield Career Resource Center's main phone number- 802-289-0999

| | | |
|------------------------|-----------------|--------------|
| Employee phone numbers | Amber Brooks | 802-289-0988 |
| | Michelle Demers | 802-289-0989 |
| | Tony Genung | 802-289-0991 |
| | Megan Kinlock | 802-289-0992 |
| | Noreen Lake | 802-289-0993 |
| | Edward Merrill | 802-289-0994 |
| | Ann Szeto | 802-289-0995 |
| | Suzanne Wagner | 802-289-0996 |
| Conference Room | | 802-289-0997 |
| Lobby | | 802-289-0998 |

Fax Number- Remaining the same 802-885-2728

If you have any questions concerning the new phone numbers, call the Springfield Career Resource Center at 802-289-0999.

**Nominations for the
Governor's Award for
Outstanding Workplace Safety
are being accepted**



[2017 Governor Safety Award Nomination Form](#)



Vermont Department of Labor – Workers' Compensation & Safety Division

**2017 Governor's Award Nomination Form
For
Outstanding Workplace Safety**

Company Name:

Address:

Contact person:

Phone #: Email:

Nominating Party Contact Info:

Number of Vermont Employees at your Company:

What is your Safety Success Story?

Please tell us by answering the following questions:

- 1.) How has safety improved at your business and what did you do to make this happen?
- 2.) (Please include any special programs or initiatives that have improved employee safety)
- 3.) How does your company assess its safety programs for effectiveness and track improvements?
- 4.) What Statistics and documentation can you provide that prove the effectiveness of your safety program? (Such as OSHA 300A forms for past three years, include if applicable)
- 5.) How does management get employee involvement in workplace safety?
- 6.) Please nominate your safety champion here
- 7.) Please provide your current mod rate and also previous 2 years rates ,
indicate if this rate is Vermont specific .

Please indicate ANY of the following by a check mark:

- No workplace fatalities or catastrophes* (3 or more employees hospitalized due to the same event) for past 3 years
- We have an active Safety Committee with both management and employees involvement
- We have a written safety program communicated to employees
- We have a written safety and health policy (Please include a copy of your policy)
- How do you communicate this policy to employees?
- We have Workers' Compensation Insurance & are up to date on all Unemployment Insurance Payments
- We have no outstanding DMV/ Motor carrier fleet violations
If yes, please provide explanation
- We have a seatbelt policy
- We have a distracted driver's policy

Nominations need to be sent by September 15, 2017

All nominations should be submitted by email with attachments to:

leslie.curtis@vermont.gov

DEALERPOLICY Insurance is offering an Eight Week no-cost Training & Education Program

DealerPolicy is looking for Vermont career-seekers to join its rapidly growing Insurance Associate team. Funds from Vermont's Department of Labor and the Department of Economic Development will be used to sponsor selected Vermonters in an eight-week no-cost training and education program. No prior insurance, sales, or business services experience is required. Applicants must have High School Diploma or GED. All graduates of the program will start earning \$15 per hour with full benefits as Insurance Associate apprentices with DealerPolicy. After completion of a one year apprenticeship, potential earnings can increase to \$17 per hour, with the potential to earn commission in addition to hourly pay. To learn more and participate, please apply online by visiting www.vthitec.org. For additional questions, please call (802)872-0660.

Unemployed or Under-employed?

Train for a new career in the rapidly growing Insurance industry!

Start your career as an Insurance Associate with:



DEALERPOLICY

Full-time Positions

YOU WILL GET...

Eight weeks of core education at no cost (unpaid)

- ▶ Potential to earn college credit
- ▶ One year state-registered apprenticeship
- ▶ Students who successfully complete the eight-week core education are guaranteed employment with DealerPolicy.
- ▶ **Starting wages:**
 - \$15/hour after successfully completing the education program
- ▶ **Performance-based increases**
 - \$16/hour after 6 months
 - \$17/hour plus commission after one year
- ▶ **Employer-specific benefits may include***
 - Healthcare, Dental
 - Paid Vacation/Sick Time
 - 401k Program
 - Health Club Discounts
 - Auto Care Discounts
- ▶ No cost to participate for qualified VT residents

*Benefits subject to change in 2018

YOU WILL LEARN...

- ▶ Fundamentals of Insurance
- ▶ Insurance Law
- ▶ Auto Insurance
- ▶ Homeowner's Insurance
- ▶ Other Insurance
- ▶ Customer Service/Sales
- ▶ Preparation for Vermont Producer's Examination for Property and Casualty Insurance
- ▶ And more...



Your Growth is Our Growth: No experience required!

Apply online before **August 23, 2017** at:

www.vhitec.org

The ITAR Program (Information Technology Apprenticeship Readiness) is a partnership of:



americanjobcenter

INSTITUTE FOR
AMERICAN
APPRENTICESHIPS
at VERMONT HITEC



ApprenticeshipUSA

The ITAR Program is funded in part by a grant from the Vermont and U.S. Departments of Labor. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability or genetics.

New Vermont JobLink User Requirements

Soon Vermont JobLink will require a working email address to uniquely identify you with your account for security purposes. You will also be able to use your email address to reset your password and opt into notifications that will enhance your job search.

Please prepare for these upcoming changes by reviewing your contact information now. Click **My Profile** in your main menu, then click **Edit Contact Information**. If you have already provided an email address, please ensure you can access it and that it is not shared with any other Vermont JobLink users (such as a spouse or other family member). If you have not provided an email address, please do so. After making any changes, click **Save** on the Contact Information page.

If you need to set up an email account, here are the links to a few of the free email providers:

[Gmail](#)

[Outlook](#)

[LYCOS Mail](#)

[mail.com](#)

[YAHOO!](#)

Department of Labor Announces David Lahr as New Workforce

[Development Director](#)

Commissioner of Labor, Lindsay Kurrle, announced the appointment of long-time Department of Labor employee David Lahr as the new Workforce Development Division Director.

[Press Release](#)

[FAQ Coding Error](#)

FOR IMMEDIATE CONTACT:
Lindsay Kurrle, Commissioner
802-828-4301

Vermont Department of Labor Identifies Decade-Old Coding Error That Resulted in Interest Overpayments and Implements Plan to Reimburse Vermont Businesses, Correct Error

Montpelier, VT – The Vermont Department of Labor is taking swift action to address an error that impacts Vermont employers who hold past due balances for unemployment insurance and health care assessments. The Department is undertaking an effort to modernize and innovate its legacy unemployment insurance system, and this month that process revealed - and the Department promptly verified – a rounding error was coded improperly into the 30-year old system. This rounding error affected only the interest rate calculations on past due unemployment insurance and health care fund assessment contributions. As of June 1, 2017, the rate is being calculated correctly.

“The Department of Labor is committed to ensuring that anyone impacted by this error is made whole, and I have directed my team to begin proactively working to identify impacted entities and make refunds for verified overpayments as quickly as possible.” Lindsay Kurrle, Commissioner of Labor.

The rounding error was limited to calculations for businesses who have carried a past due balance for unemployment insurance and health care fund assessment contributions. No other entities, individuals or programs were impacted.

Vermont law requires the Department of Labor to charge 1.5 percent interest per month on unpaid contributions. The rounding error equated to a .05 percent overcharge for only the months that contain thirty-one days. As an illustration, an employer with a past due balance of \$1,000 for an entire year, would have overpaid by \$2.50. The Department has verified that the coding error existed as far back as 2008. Since that date Department has collected approximately \$26,000 in total interest overpayments.

The Vermont Department of Labor will begin notifying impacted employers and working to issue refunds for accounts that its verified have paid past due balances within the last three years. Records retention limits the Department’s ability to verify overpayments prior to 2014, so the Department is asking employers with paid past due balances before 2014 to call the Vermont Department of Labor’s Employer Assistance Line at 1-877-214-3331.

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FREQUENTLY ASKED QUESTIONS Regarding Coding Error

How was this calculation error found?

The Department is in a consortium agreement with the State of Idaho for the modernization of our UI system. The Department's staff meets daily with staff in Idaho and were reviewing the interest calculations for integration into the new system. The team suspected that the interest calculations were off.

How was the rounding error made?

The rounding error was a manual error, and not an error made by the computer.

Why was the error also applied to unpaid health care assessment balances?

The Department is required to apply the same interest to unpaid health care assessment balances as they are to unpaid unemployment insurance contributions (21 VSA §2001-2004).

How long is the UI Division of the Department of Labor required to keep records?

State statute does not allow the Department to initiate the collection of contributions more than three years after the date on which they become due (21 VSA §1329(e)). The Department maintains records for three years after the close of the program year.

Will the UI Trust Fund be impacted by repayment?

The UI trust fund will not be impacted by repayments.

How long has the calculation error been in place?

The Department can verify that it goes back to 2008, but the statute/interest amount was changed in 1987. We cannot verify that the rounding error goes back further than 2008.

Why doesn't the Department have record of all payments made by employers?

On a quarterly basis, the Department purges data of inactive accounts. The legacy system cannot hold enough data to keep all records.

What records does the Department currently have?

The Department keeps records of employers who hold an outstanding balance, they do not keep all records of employers who have had balances but have paid them off.

How much in interest overpayment has been collected by the Department?

The Department estimates that approximately \$26,000 in interest overpayment has been collected over the past nine years.

When will the calculation error be corrected?

As of June 1, 2017, the calculation error was corrected. This is because June only has 30 days. The Department will be correcting the calculation going forward starting July 1.

How is the Department going to make employers whole?

This is likely going to be a manual process, and will require a large amount of staff time. Employers who have paid past due balances in the last three years will automatically receive a refund.

For employers who have paid off past due balances prior to 2014, please call our Employer Services Assistance Line so we can determine if supporting documentation is required.

Is there a statute of limitations to request or receive a refund?

The Department won't be imposing a deadline; however, older requests will be harder to reconcile, and will require businesses to provide supporting documentation.

If you have a claim prior to year 2014, and are unable to provide supporting documentation, the Department may be unable to reconcile any potential over payment.

How many employers have outstanding unpaid unemployment contribution balances?

The Department currently has 3,000+ outstanding accounts this month.

Vermont Unemployment Rate Declines to 3.1 percent in July

The Vermont Department of Labor announced today that the seasonally-adjusted statewide unemployment rate for July was 3.1 percent. This reflects a decline of one tenth of one percentage point from the revised June rate (3.2 percent). The national rate in July was 4.3 percent. As of the prior month's preliminary data, the Burlington-South Burlington Metropolitan NECTA was tied for the thirteenth lowest unemployment rate in the country for all metropolitan areas at 2.6 percent (not-seasonally-adjusted). Overall, Vermont's unemployment rate was tied for the tenth lowest in the country for the same time period.

[Vermont Unemployment Rate Declines to 3.1 percent in July](#)