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#VTHRA

January 25, 2018

Welcome to our New Members!

Jake Farnham-Haskell—City Market
Christine Hutchins—Champlain College
Bhim Luitel—Student
Denise Pagacik—Teknor Apex
Andrea Pariseau—Northwestern Counseling and Support Service
Rhonda Patenaude—MEI Electrical Contractors
Carol Paul—CVOEO
Kristy Stark—CVOEO
Sarah Sterling—Northwest Medical Center
Karin Tierney—Hickok and Boardman HR Intelligence

HRCI Credits

OUR HRCI application has been approved (again) and we are resubmitting program information for the December and January programs. Once we receive notice we will send out to anyone attending one or both programs. Thanks for your patience!

We have a winner!

Congratulations to **Pamela Lambiase from VT Heating and Ventilating**. She is the winner of the \$50 Amazon gift card for participating in the survey! Yeah Pamela!

Thanks to EVERYONE who participated! We received a good response and will use the information in our planning meeting next week! Stay tuned!





Please join us for this timely program and an opportunity to network with VTHRA colleagues.

DATE: Wednesday, February 21, 2018

TIME: 7:30 AM - 8:00 AM Registration
8:00 AM - 10:00 AM Program

PLACE: Hampton Inn, 42 Lower Mountain View Dr., Colchester, VT

Medicare and Your Plan: Benefit Issues to Consider

This presentation will cover Medicare and its implications for the management of your employer health plan. Starting with the basics of the four parts of Medicare, who is eligible, and what's involved in enrollment, it will then delve deeper into how an employee's Medicare benefits will interact with your medical plan, and how to avoid potential discrimination in your benefit offering. Topics such as interaction with COBRA, Section 125, and a Health Savings Plan will also be discussed, as will spousal Medicare enrollment. Employers will also learn what makes a prescription drug plan creditable, the related employee notice requirements and CMS disclosure, and how CMS matches data to determine whether Medicare or your health plan will be considered primary.

About our Presenter

Chase Cannon, JD, LL.M., NFP, VP and Deputy CCO, Legal and Compliance

Chase joined NFP in 2010. He currently works with firms, employers and brokers to help solve their employee benefits-related compliance, regulatory and legal issues. Prior to joining NFP, Chase worked as an attorney at the Internal Revenue Service (IRS), Office of Chief Counsel in Washington, D.C., where he advised IRS agents and attorney litigators and drafted taxpayer guidance, including federal income tax regulations and private letter rulings, on issues relating to health and welfare benefits plans. He also spent two years as a judicial clerk for the Honorable Stephen Swift of the United States Tax Court in Washington, D.C. Chase holds a Bachelor of Science in political science from the University of Utah, a Juris Doctor from the University of San Diego School of Law and a Master of Laws in Taxation from Georgetown University Law Center, and he is a member of the State Bar of Maryland.



Register ONLINE through the <http://vthra.org> website. Please email any questions to info@vthra.org! The registration fee continues to be \$15 for *current* 2018 VTHRA, GMHRA, and RVHRA members and \$25 for non-members through the Friday before the program. The fees increase to \$25 and \$35 respectively after that time.



This program has been submitted for recertification credit hours.



SHRM Vermont State Council
Legislative Advocacy Update
January 19, 2018



H.64, An Act Relating to Increasing the Minimum Wage

Statement of purpose of bill as introduced: This bill proposes to increase the minimum wage to \$11.66 by January 1, 2018; to \$13.32 by January 1, 2019; and to \$15.00 per hour by January 1, 2020.

H.93, An Act Relating to Increasing the Minimum Wage

Statement of purpose of bill as introduced: This bill proposes to increase the minimum wage to \$11.50 by January 1, 2019; to \$12.50 by January 1, 2020; to \$13.50 by January 1, 2021; and to \$15.00 per hour by January 1, 2022.

H.196, An Act Relating to Paid Family Leave

Passed out of the House on May 3, 2017, on January 3, 2018, referred to Senate Committee on **Economic Development, Housing and General Affairs** per Temporary Senate Rule 44A

H.294, An Act Relating to Inquiries About an Applicant's Salary History

Statement of purpose of bill as introduced: This bill proposes to prohibit employers from requiring an applicant to disclose his or her salary and benefit history and from seeking an applicant's salary history without his or her authorization.

H.302, An Act Relating to Increasing the Minimum Wage

Statement of purpose of bill as introduced: This bill proposes to increase the minimum wage to \$15.00 per hour by January 1, 2026.

H.313, An Act Relating to Increasing the Minimum Wage and Tipped Minimum Wage

Statement of purpose of bill as introduced: This bill proposes to increase the minimum wage and tipped minimum wage to \$15.00 per hour by 2022.

H.466, An Act Relating to Good Cause Employment

Statement of purpose of bill as introduced: This bill proposes to establish a good cause standard for termination of employment in Vermont.

"It shall be an unlawful employment practice for an employer to discharge an employee for other than good cause shown. As used in this subdivision, 'good cause' means either a reasonable, good-faith reason for discharge related to a legitimate business reason or that the employee has been employed by the employer for less than 90 days. 'Good cause' does not include reasons for discharge that are trivial, arbitrary, capricious, or otherwise unrelated to a legitimate business reason."

H.511, An Act Relating to Eliminating Penalties for Possession of Limited Amounts of Marijuana by Adults 21 Years of Age or Older

Governor Scott announced yesterday that he will likely sign this bill within the next few days, the bill originated in the House and passed through the Senate with little debate.

H.574, An Act Relating to Employee Classification

Statement of purpose of bill as introduced: This bill proposes to amend the definitions related to independent contractors in the workers' compensation and unemployment insurance laws.

S.40, An Act Relating to Increasing the Minimum Wage

Statement of purpose of bill as introduced: This bill proposes to increase the minimum wage so that it reaches \$15.00 per hour by January 1, 2022.

S.82, An Act Relating to Paid Family Leave

Statement of purpose of bill as introduced: This bill proposes to create a Family Leave Insurance Program within the Department of Labor that will provide employees with 12 weeks of paid family leave and that will be funded by contributions from employers and employees. This bill also proposes to amend Vermont's existing family leave law to extend coverage to additional employees, to clarify certain provisions, and to create an exemption from the law's rehiring requirements for employers that employ the equivalent of four or fewer full-time employees.

S.94, An Act Relating to Promoting Remote Work and Flexible Work Arrangements

Statement of purpose of bill as introduced: This bill proposes to direct the State to enhance opportunities for remote work and workplace flexibility within State government, to create a tax credit for employers that adopt workplace flexibility and telecommuting programs, to direct the Secretary of State and government partners to design a system to simplify interactions with businesses that employ remote workers in Vermont, to expand and improve infrastructure and support for remote workers in Vermont, to direct the Secretary of Administration to examine the potential for establishing remote worksites that are available for use by both State and private-sector workers, to direct the Commissioner of Labor to develop a plan to expand educational and training programs that address skill shortages in Vermont's workforce, and to encourage the deployment of broadband Internet access in rural, high-cost areas of the State to promote economic development.

S.236, An Act Relating to Compensation for On-Call Employees

Statement of purpose of bill as introduced: This bill proposes to provide that all hours during which an employee is subject to the control of an employer or engaged to wait while on or near an employer's premises shall be considered employment for purposes of the minimum wage.

S.275, An Act Relating to Equal Pay

Statement of purpose of bill as introduced: This bill proposes to amend the Fair Employment Practices Act to expand the wage discrimination provisions to include all protected classes, to define certain terms related to wage discrimination, and to prohibit employers from requesting an applicant's salary history.

The bill was introduced by a group of bipartisan female senators, the impetus being that current data shows there is a 16% pay gap between men and women working full time jobs in Vermont. In addition to the items listed in the Statement of purpose, the bill also directs the Vermont Department of Labor to collect salary data from across the state.

<http://legislature.vermont.gov/bill/all-house/2018>

For more information about the SHRM Vermont State Council Legislative Employment Law and Legislative Advocacy Update, please contact Shelley Sayward at 802-772-2215 or shelley.sayward@casella.com.



Human Resources Internship in International

Tetra Tech ARD, headquartered in Burlington, VT is accepting applications for a qualified Intern to join our International Development Human Resources team our company headquarters.

Tetra Tech ARD is a contractor for projects funded by USAID, the EU, DFID, the World Bank, MCC, and others. Successful development practitioners need to have a good understanding of the development business cycle, including the proposal phase, start-up and mobilization, implementation and daily project administration, contract and grants management, project backstopping, conflict resolution, finance, analysis, and compliance.

The Human Resources Intern will learn about staffing and talent management to support new business development and program implementation, primarily for USAID-funded projects. This internship can help start a successful career in development or human resources, building skillsets, expanding networks, and providing real-world experience in this challenging but rewarding work.

Responsibilities:

- * Support Human Resources team and processes through the full HR lifecycle for domestic opportunities, including targeted, niche recruitment, onboarding, orientation, and benefits;
- * Support Human Resources team and processes through the full HR lifecycle for international opportunities for expatriates and local staff: specialized recruitment, onboarding, benefits, and performance evaluations;
- * Support HR team on Human Resources subject-related trainings for home office staff; and
- * Collaborate with HR (and Business Systems and Practices staff) to review and update the HR SharePoint site.

Tetra Tech ARD internships are paid and hours are flexible, between 24-40 hours per week, and the duration of the internship is at least three months. **Application deadline is January 31, 2018 and internships will start in mid-February.**

For a full description and to apply on line please go to <http://bit.ly/2EVZOdR>

So Now What? - by Liz Vogel , Dots, Inc.

Thank you to everyone who was able to join the VHRA session on the 17th for “Rethinking Succession Planning.” If you weren’t able to join, and for those there, the brief recap of what we discussed:

- * Succession planning has changed. With Boomers staying in the workforce longer, for a variety of reasons – one of which is we are now living 20-30 years longer than we used to, and with younger generations migrating to new jobs sometimes as soon as 12 months in, how we plan for the future can no longer be a one-and-done exercise
- * It needs to start with a strategic review of your business, its mission, products and services, and it has to be mapped to a current state analysis of how long you can do business as usual with the talent pool available and what you need for a sustainable future
- * Talking about the talent pool available, one of the largest talent pools is very much at our fingertips here in Vermont, as well as around the world. It is the talent pool of the experienced worker, those workers over the age of 50. Traditionally we have looked to them as on a trajectory to retirement, not re-employment. As it turns out, both businesses and the experienced worker don’t have to follow old-style retirement and can change the paradigm to better everyone
- * The social and economic power of this rapidly growing demographic, and leveraging the experience, wisdom and resources within this group can ignite and advance our business solutions, help contribute to our State GDP and boost productivity, and profits, within our business walls

So, how do you do that? What is your next step? I outlined four steps that need to take place:

- Strategic business alignment
- Business process review
- Development of a strong communication plan
- Assessment and measurement



Each of these is a high-level title to detailed work. When I work with business to define these categories, I bring them through a framework of tried and true strategic questions around the business, users [internal and external], the systems to support any function, and an in depth review of talent, leadership, organization structure, measurement [the balanced scorecard], recruitment and acquisition, talent development, diversity and inclusion, change management, employee engagement, communication, performance management, benefits and compensation, business processes and quality. We focus on the categories that are most relevant to their business and industry, and together we roll up our sleeves and treat it similar to a Harvard Business Case so we bring as much insight, but objectivity, to the assessment and solutions.

A review of your corporate strategy is no small feat, and trying to change human behavior to support corporate change? That can be even more daunting!

But the time to act is now. The labor shortage is here. We can continue to support methods to bring in young talent, and we should, but we must also look to the experience we have within our borders and identify ways to use it differently. Both the employer and employee will need to shift the traditional paradigms to make this work, but there are methods and models to leverage, as well as the ever-trusted Yankee ingenuity that we Vermonters do so very well.

I wanted to ensure you that there is a way through this and I am very happy to talk more about it. The Governor has stressed the urgency of the workforce needs. And, while we were all at VHRA, Betsy Bishop from the State Chamber of Commerce was simultaneously testifying to the House of Human Services to change wording in new legislation that supports the co-generational workplace and supports the experienced worker economy. HHS was thrilled to have the backing of The Chamber.

As I said at the end of the presentation, we are the ones we have been waiting for. Start now.



Ready to take your HR career to the next level? We can help.

Whether you're new to HR or have a few years of experience, we have the tools you need to advance your career and confidently handle your organization's complex HR issues. Here are the two preparation programs we are offering:

SHRM Essentials of Human Resources - The SHRM Essentials of Human Resources program covers introductory HR topics in a condensed, easy-to-understand format. Topics include: employment law, selecting qualified employees, compensation, orientation and training, and the performance management process. This program is ideal for those who perform HR tasks as a part of their many roles. SHRM Essentials of Human Resources is approved for Professional Development Credits (PDCs) for the SHRM-CP and SHRM-SCP credentials and recertification credit hours for HR Certification Institute credentials.

<https://events.vtc.edu/Register/2018SHRMEssentials>

SHRM Learning System for SHRM-CP/SHRM-SCP - The SHRM Learning System is intended to cover the SHRM Body of Competence and Knowledge (SHRM BoCK) tested in the SHRM-CP and SHRM-SCP certification exams. Designed to fit every learning style, the SHRM Learning System allows busy HR professionals who want to pursue their certification, the freedom to decide when, where and how to study.

NOTE: This particular session will be offered as a 3 day intensive program.

<https://events.vtc.edu/Register/2018SHRMCertPrep>

Questions? Please contact Dianne Gross Percy: dpercy@vtc.edu

RECENT JOB POSTINGS

University of VT 1/12/2018	Benefit Plans Advisor	Please apply with cover letter, resume and contact information for three professional references to req. # S1420PO at www.uvmjobs.com
Country Home Products 1/5/2018	Human Resources Generalist	Www.DRpower.com/careers
UVM Medical Center/Porter Hospital 12/20/2017	HR Manager	to apply, please visit UVMHealth.org/PMC and click on "Careers"
Unilever 12/20/2017	HR Generalist	https://unilever.taleo.net/careersection/external/jobdetail.ftl?job=1700013D&lang=en&sns_id=email
Howard Center 12/13/2017	Employment Administrator	For more information and to apply for this position, please visit www.howardcentercareers.org and enter search term "Employment"
Howard Center 12/2/2017	Diversity and Inclusion Manager	please visit www.howardcentercareers.org and enter search term "Diversity"

Upcoming SHRM/HR Events

SHRM Learning System	2/7—5/2 Wed, 5—8 pm	Register at: https://events.vtc.edu/Register/2018SHRMCertPrep
Scholarships	On-going	Www.vthra.org Www.vtshrm.shrm.org
SHRM VT STATE CONFERENCE	September 26-27th, 2018 Hotel Burlington, Burlington	

You never know what
I have up my sleeve.
Today, for example, it
was a dryer sheet.

 JANE

Submitting a Job AD: VTHRA is happy to help spread the word of any HR /Benefits/Payroll related job ad to over 300 members in our weekly newsletter! To submit, please send to news@vthra.org. Please keep the following in mind when submitting:

- Please include your contact info of where to send a resume
- Please include your company logo
- Maximum length is ONE PAGE!
- There is no charge for this, however, we do ask that you encourage your new hire to become a VTHRA member if they aren't already!

After it runs in the newsletter it will be moved to this back page Job Board until it's filled. Please be sure to let us know so we can take it off. Thanks!