

Operations Connection

Message from the Director

Scott A. Rogers

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As I sat down to type up some thoughts for this edition of the newsletter, there was a political advertisement on the TV; Tis the season I guess. But it sure seems like that’s about all you see these days and in fact some commercial breaks are nothing but a string of political campaign ads. Between us, I can’t wait to just see a good ol’ Doritos commercial again. At any rate, it got me thinking. The elections are coming and to some degree that could mean some level of uncertainty for us. As a key part of State Government, our Agency is – like it or not – politically charged to some degree. Obviously, come January, we will have a new administration which means we will have some new folks to work with who may not understand our Agency as well as we would like. So what can we do to help tell our story?

Well.... over the last couple of years, the Agency has widely adopted the principles of Performance Management in an attempt to understand how we are doing in different aspects of our mission. The Maintenance and Operations Bureau (MOB) has been using different methods to implement some of the components of Performance Management and our plan is to continue down this path and expand on the use of performance management to help our cause.

As we look to the future, as stewards of the transportation infrastructure, there are two clear emerging trends:

- 1) Funding will continue to be constrained and as such our infrastructure investments will need to be strategic.
- 2) Customer needs and demands will drive potential changes to the Agency’s mission, and/or how we fulfill that mission - to support the safe and efficient movement of people and goods.

To be successful in managing the infrastructure, the Agency must have the ability to base decision making on relevant data. With that, MOB must be able to set achievable and relevant goals, establish associated budgets, track and report on the progress of work activities and monitor the quality of the work performed.

(Continued on page 23)



“Kudos!” from your fans

From: Sue Hoxie [<mailto:sue@addisoncounty.com>]
Sent: Wednesday, July 06, 2016 12:13 PM
To: Blackmore, David <David.Blackmore@vermont.gov>;
 Rogers, Scott <Scott.Rogers@vermont.gov>
Cc: Cole, Chris <Chris.Cole@vermont.gov>
Subject: Kudos for Randy Snelling

I'm writing to express my thanks and give kudos to Randy Snelling for his assistance with S-1111 permitting for a recent event, the [Vermont Gran Fondo](#). We exchanged many emails to get the TCPs just right—he was patient and thorough throughout the process. Our athletes had a great ride over four gaps (App, Moretown, Roxbury, Lincoln) and we didn't receive any complaints or concerns from motorists—I'm sure due to the appropriate signage and traffic plans we created with Randy's assistance.

Best regards,

Sue Hoxie
 President
 Addison County Chamber of Commerce

Dear Mr. Blackmore, Mr. Rogers and Mr. Cole:

I'd like to share with you what a pleasure it has been over the past 2-3 months dealing with issues regarding speed carts and their safe placement on VT highways.

I learned that permits were required and Randy has been diligent in answering my questions, especially about the Fee Schedule and Permit and the Guidelines which he sent to me today!

I think I must have sent him about 6-8 emails just today alone. I kept reading and kept thinking of questions. He patiently answered them all!

Randy was not only polite but showed a good sense of humor! Definitely an asset for anyone to have on their payroll!

Thank you for your time and be safe!

Sharon Palady, Adm. Assistant
 Shelburne VT Police Dept
 and, a resident of Williston, VT (RT 2A)

VTrans Delivers on Click2fix

Alex

Weinhagen • hinesburgplanning@gmavt.net • Director of Planning and Zoning, Hinesburg
[Announcement](#)

Wow! Kudos to the VT Agency of Transportation for responding incredibly quickly to the faulty pedestrian crosswalk activation button at the northwest corner of the Route 116, Farmall Drive intersection. I reported it yesterday using their online Click2Fix system, and they fixed it in less than a day! Very impressive.

Clearly not all highway problems can be fixed that fast, but it certainly pays to report it since they can only fix what they know about. Let them know if you see a repair issue on the State highway system - i.e., Route 116 (signal malfunction, pothole, etc.). Their website is <http://vtrans.vermont.gov/click2fix>

PS - No need for website reporting on Town road issues. Much easier to reach our Town Highway Department by simply emailing

at hinesburghighway@gmavt.net or giving our guys a call at the Town Highway Garage at 482-2635.

Alex Weinhagen

Director of Planning & Zoning, Town of Hinesburg





“Kudos!” from your fans ... Continued

Letter of appreciation for AOT MOB D#8's support of Community Event (Great Race in St. Albans VT). The letter was written to Mike Chrastina, D8 Tech IV, who coordinated the special event permit for the Race. D8 also provided cones for traffic control.



FRANKLIN COUNTY REGIONAL CHAMBER OF COMMERCE

2 North Main St., Suite 101 • St. Albans, VT 05478 • (802) 524-2444 • www.stalbanschamber.com • fcrc@verizon.net

RECEIVED

JUL 08 2016

AOT - DISTRICT 8

July 5, 2016

Dear Mike,

On behalf of the Franklin County Regional Chamber of Commerce and The Great Race Triathlon Committee, we thank the VT Department of Transportation for your support of the 37th running of the Great Race.

Your support augmented the planning and smooth execution of Franklin County's most beloved sporting event. Neighborly competition, beating the arch nemesis from last year, or simply attempting the race for the first time, it simply would not be a July Fourth weekend without this event – a little bit of history and tradition, and even more fun. All under a picture-perfect July sky. It doesn't get any better!

Leadership and integrity sustain these kinds of community building events and annual traditions – they truly add to the dynamic place we call “home.” We are so appreciative of your continued support of the Great Race.

Best wishes,

David Southwick
Executive Director

Lisamarie Charlesworth
Assistant to the Director



“Kudos!” from your fans ... Continued

A fan letter for D4; Trevor coordinated with the representative from AARP but was quick to point the credit to Devin Paradis and Tim Dubois who actually executed the work. Great job by all and much appreciated by the community.

By: Tammy Ellis

10/4/16

Deak Tammy -

A quick note of appreciation for the help from Trevor Starr and his team in working with us to build a temporary blue lane in Bethel. The community responded very positively and the help from Trevor was instrumental! Thank you! Kelly

From: Delabruere, Daniel

Sent: Monday, September 26, 2016 7:05 AM

To: Cotnoir, Richard <Richard.Cotnoir@vermont.gov>; Perron, Dale <Dale.Perron@vermont.gov>

Cc: Gilderdale, David <David.Gilderdale@vermont.gov>; Fitzgerald, Mark <Mark.Fitzgerald@vermont.gov>; Rogers, Scott <Scott.Rogers@vermont.gov>

Subject: Beebe Spur

Dale and Richard,

I had an opportunity to take a walk on the Beebe Spur yesterday which I hadn't done in quite a while. I was very happy with the way the trail looked. The mowing was nice and wide which lets the sun in and also so that you could see the ditches, which for the most part seem to be working. The surface has held up well and that in part is due to the great job you guys are doing with the mowing, which slows down the grass from growing into the trail. The popularity of the trail has definitely grown as it was very busy. I saw many different types of users: man with a walker, couples with dogs, bikers and walkers.

I wanted to take this opportunity to thank District 9 for all of your great work on the Beebe Spur, it looks great!!

Thanks a lot!

Dan Delabruere
 Rail Program Director
 State of Vermont - AOT
 PPAID - Rail Unit



“Kudos!” from your fans

To: Perron, Dale <Dale.Perron@vermont.gov>
Subject: Thank You

Mr. Perron,

Thank you for sending a crew out to our house to dig out the culverts on both sides of our home. Shane Morin was excellent and the whole crew did a very professional job. I am not anticipating any further problems and we will keep an eye on it next Spring. Thank you, again.-Sue Swenson

Sue Swenson
 3870 VT Route 111
 Morgan, Vermont 05853-9738



9-2-16

Dear Mr. Jim Coty,

I would like to give a letter of recommendation to your employee, Mike Chastancy.

This man should be an employee of High Standards. He looks at all aspects of proposed access. He uses good judgement but most of all, He is just a great guy that anyone would want to talk to.

Any boss having an employee like him should consider themselves lucky. That man should be a keeper for the long term.

Sincerely,
 STEVE ST. PIERRE
Steve St. Pierre

Michael,

It is very nice to receive a letter like this from a true customer. I agree with Mr. St. Pierre and very much consider myself lucky that you choose to work here in District 8. You are technically proficient and you work hard to provide a great level of service to our public. An equally important part of the equation is your good nature and positive attitude toward our public and coworkers.

This is well deserved recognition for a good person that works hard to serve the public.

Thanks very much,
 Jim

VTrans Operations
 District 8 Project Manager

In August a woman who lives on Lake Elligo called complaining about debris being dumped on Rt. 14 beside the lake in the ROW. I called Dale Perron and explained the situation and he said he'd look into it. Today, I got another call from the citizen thanking us for taking care of it. She was VERY VERY happy and wanted us to know. Good job Dale and crew.

Margy

Marquerite M. Moore

~ Projects & Postables ~

National Vigilant Guard Training VTTC - Berlin

Starting on July 29th Bridge Crew forces along with National Guard personnel from Connecticut and Vermont constructed, launched and then disassembled a 50' Mabey temporary Bridge at the VTTC as an emergency training exercise. Starting the morning of the 30th National Guard members, with just a couple of Bridge Crew folk reassembled the bridge, launched it and then disassembled it once again. It was a valuable learning experience for all involved.



E. Dorset Garage

East Dorset Floor

The original concrete floor had failed over time. The East Dorset staff saw cut the original floor and removed all concrete slabs. We had a private contractor level the sub base, pour the new concrete floor and install a new grate system. The "Team Work" from the District Staff on these types of projects helps Facilities and Logistics control costs which allows us to do more projects state wide.

By: Tim French



~ Projects & Postables ~

District 3



District 3 - Ludlow Garage - Tree Cutting, Route 103 Proctorsville Gulf



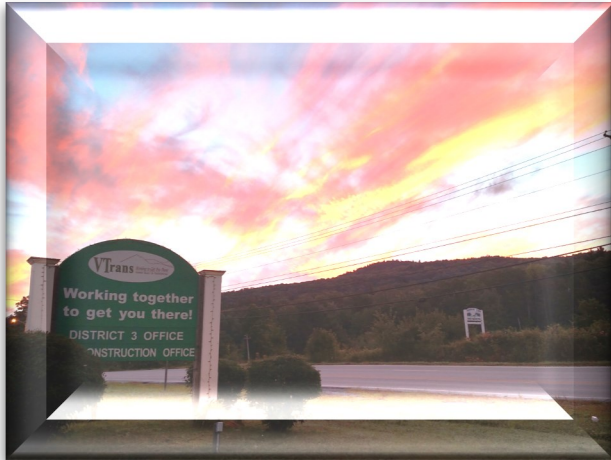
Clarendon Crew - Culvert Failure on Route 7, Wallingford



Castleton Crew installing Safe Routes to Crosswalk in West Rutland

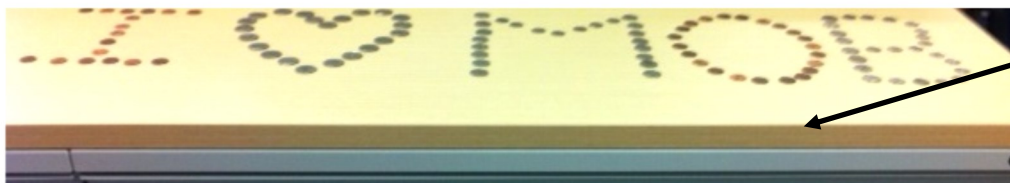
~ Projects & Postables ~

Good Morning from District 3



Above: **Rob Gentle** - VTTC Instructor - Trenching and Shoring Class for Vermont Local Roads in Bennington

Central Garage - Pictures L-R Below: **Terry Towle, Clayton Butler and Bill Mitchel**



Lenny LeBlanc
- Chief Financial Officer VTrans -
Loves the MOB

~ Celebration ~

~ David C. Dill Building - Dedication Ceremony ~



Vermont Agency of Transportation
**Commemorative Building
 Dedication Ceremony**

September 22, 2016 | 2:00pm
 2178 Airport Road, Berlin



Commemorating former
 Transportation Secretary David C. Dill's
 service to Vermont

**David C. Dill Building
 Dedication Ceremony Program**

Presiding
 Richard Tetreault
 Deputy Secretary, Vermont Agency of Transportation

Remarks
 James Douglas
 Former Governor of Vermont
 Neale Lunderville
 Former Secretary, Vermont Agency of Transportation
 Chris Cole
 Secretary, Vermont Agency of Transportation

Following the ceremony, additional audience remarks are welcomed.

David C. Dill was a beloved and highly respected co-worker who served the Agency of Transportation from August 1998 to December 2010 as Director of Maintenance & Operations, Deputy Secretary, and Secretary following a long, distinguished career in the United States Air Force. Dave is recognized as a quiet leader who brought about significant improvements in ethics and accountability across the Agency, and served the State of Vermont with dignity and integrity.



Operations Employees of the Month



L-R Dave Blackmore, Randy Snelling (June's Employee of the Month) & Rejean Lafleche - District 5

We did not receive any nominations from staff for Employee of the Month over this past period. As such, the MOB will not have an employee of the month for August.

Please remember that nominations for this award come solely from the employees. Although it's unfortunate that we got no nominations this month, we would welcome nominations for next month's award.

Scott

Maintenance and Operations Bureau,

I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for September is Steve Collins, the Equipment Specialist for the St. Albans Garage in the Northwest Region, District 8.

Steve's nomination from a coworker said in part: *"We would like to nominate Steve Collins for the employee of the month. Steve has worked for the State of Vermont [VTrans] for 37+ years at the St. Albans location. He is an absolute pleasure to work with and is always willing to help folks out in any way possible. His knowledge and experience helps the entire team. He's a soft spoken person but when he speaks people really listen. He's not only a great employee for the state, but Steve is a great friend to everyone he works with. As a group here in St. Albans we would like to nominate a great coworker and friend as employee of the month."*

Please join me in congratulating Steve. His daily attitude, work ethic, and efforts to make our workplace better have clearly been noticed by his coworkers.

Scott

Maintenance and Operations Bureau,

I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for July is Dana Caron, the TAMS for the Barton Garage in the Northeast Region, District 9.

Dana's nomination from a coworker said in part: *"Dana has been recently hired as the new TAMS in the D9 Barton Garage, having come from D7 in Lyndonville. Although I do not work with Dana on a daily basis, I would like to relay the interactions I have had with him. Dana always has a positive, can-do attitude. He has gained the respect of his fellow co-workers in any district he has worked because of his positive attitude, his willingness to listen to ideas and concerns, and most important, his people skills and knowledge of the job at hand. He was selected by District 7 to be their district rep at the Statewide Safety Meetings, and always participated and had suggestions to make VTrans a safer environment for all. He is the first to ask questions concerning safety, and makes sure to do the best he can to protect himself and his co-workers. I look forward to working with Dana in the months to come, he will continue to be a positive influence on anyone that has contact with him, we are fortunate to have Dana as a co-worker!"*

Please join me in congratulating Dana. His daily attitude, work ethic, and efforts to make our workplace better have clearly been noticed by his coworkers.

Scott

Maintenance and Operations Bureau,

I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for October is Mark Vincelette, a Journeyman TMW out of the Fort Ethan Allen Garage in the Northwest Region, District 5.

Mark's nomination from a coworker said in part: *"I would like to nominate Mark Vincelette. He has been with D5 for less than a year. He is always smiling and always explains things when you ask about what he is doing. He is full of energy and always does the task at hand. He is funny and very smart – generally knowledgeable on lots of things. He is a great co-worker. He mows the Fort road and does an excellent job as he picks up trash and also weed whacks. And there is nothing he can't repair. Anything I ask him to explain he is direct and explains it in language I can understand."*

Please join me in congratulating Mark. His daily attitude, work ethic, and efforts to make our workplace better have clearly been noticed by his coworkers.

Scott

Announcements



Steven Collins retirement gift from his crew. A co-worker (Bob Walker) pictured on right carved the picture frame from wood and presented it to Steve with a picture of the crew. Very nice!

Congratulation's Steve - 37
Years of Service!!



Please join me in welcoming Sarah Linn to District 2 as a Technician IV. Sarah spent the last 6 years as a Transportation Tech/GIS assistant with the Windham Regional Commission. She brings extensive experience in Municipal Assistance, and is highly skilled in the area of GIS data collection and management. We are thrilled to have Sarah as a part of the Vtrans team! Welcome Sarah!
Sarah can be reached at sarah.linn@vermont.gov and at 802-258-1153.

Marc Pickering
Project Manager
District 2 Maintenance and Operations Bureau

Good Morning All,

It gives me great pleasure to announce that the Maintenance & Operations Bureau (MOB) Environmental Program is growing. We have successfully recruited for a new position and would like to welcome Alysha Kane to the MOB Environmental Program in her new capacity as an AOT Stormwater Technician. Alysha is currently working out of VTrans Maintenance District 5 as a District Technician and prior to that worked as a Temporary GIS Technician with VTrans Asset Management & Performance Bureau.

Alysha has already proven herself to be a strong asset to the Agency and I am confident she will excel in her new capacity. She brings valuable and job specific education, Agency experience and transferable skills to our team and we are excited to have her join us. The primary focus of this position is to provide support and assistance for ongoing planning, program development, training and compliance efforts under multiple and growing Federal and State Stormwater & Water Quality Regulatory programs. She will report to me, work out of the Dewey Building and can be reached at Alysha.kane@vermont.gov or (802) 461-6556.

Her first day reporting to duty is on Monday, September 19, 2016. Please join me in welcoming Alysha to her new home with the Agency.

Best Regards,

DiGi

Craig "DiGi" DiGiammarino
Environmental Program Manager

Announcements

I am pleased to announce that Daniel Ertel has joined the District 3 MOB Tech team and has accepted a permanent position as AOT Technician II.

Daniel has an respectful background in Civil and Environmental Engineering, construction practices and management, and construction inspection.

Daniel enjoyed a stint as a temporary employee for ANR as an Environmental Technician and for the past few years he has worked on several VTrans projects as a Construction Inspector.

His experience with engineering, inspection, safety and public interaction will truly be an asset to our team and the Agency.

His first day of employment was Monday and he hit the ground running!

Please join me in welcoming Daniel to the VTrans family.

Welcome aboard Dan!

Brian Sanderson

VTrans Project Manager – District 3

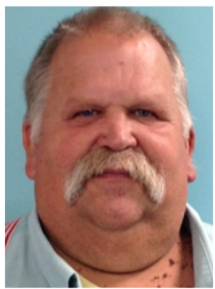
Shamus Morrissey started with the Central Garage as a Mechanic in our Berlin shop. We welcome Shamus to the team.

Steve Ingalls retired from our Rutland shop in early September. We wish Steve the best.

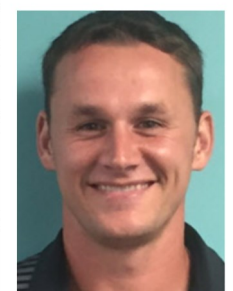
Ken Valentine - Central Garage

The VTrans Training Center recently welcomed two new members to our team to respectively head up our Vermont Local Roads Program and our new Technical Branch.

Stu Johnson joined VTrans as the new Vermont Local Roads Branch Manager. Stu was most recently the Road Commissioner for the Town of Cornwall and has 27 years of hands-on experience in the field, managing road maintenance, purchasing equipment and supervising his road crew. For many years, Stu has been a strong supporter of Vermont Local Roads by completing the Road, Equipment and Management Academy. He also serves on the Vermont Local Roads' Key Stakeholder Group. Stu's knowledge of the challenges that municipalities face, his boots on the ground experiences, and his passion for the program will ensure Vermont Local Roads continues to provide programming that supports the unique needs of municipalities.



Lance Duquette has joined the VTTC team as our new Technical Branch Manager. Lance joins us with over 10 years of VTrans experience working in Construction, Structures and most recently in one of the Districts as a TAMS. Lance's experience, energy and focus are going to be a terrific asset to the newly developed Technical Branch at the VTTC. This branch will provide job specific technical trainings to VTrans employees. The VTTC team is excited to provide these additional services to support you in meeting your career goals.



Please join us in welcoming Stu and Lance to their new roles.

Welcome

Personnel Updates

New Hires, Promotions & Transfers

D1 - **Perry Brown**, Transportation Journeyman, E. Dorset

D2 - **Sarah Line**, Technician IV, Dummerston

D3 - **Daniel Ertel**, AOT Tech II, Rutland

D7 - **Todd Fenoff**, TAMW, St. Johnsbury, **Les Jackson**, TMES, Lyndonville, **Rick Kittridge**, TMMW, Lyndonville, **Jon Leonard**, TSMW, Lyndonville

D9 - **Jason Sevigny**, Tech IV, Derby

Central Garage - **Shamus Morrissey**, Mechanic, Berlin

HQ - **Alysha Kane**, AOT Stormwater Technician

VTTC - **Lance Duquette**, Technical Branch Manager, **Stu Johnson**, Vermont Local Roads Branch Manager

Retirements

D4 - **Alan Rousseau** - 30 Years

D7 - **Michael Hearne** - 17 Years

D8 - **Steven Collins** - 37 Years, **Joseph Donna Sr.** - 8 Years, **Randall Tallman** - 29 Years

D9 - **Sam Boudle** - 30 Years

CG - **Steve Ingalls** - 18 Years

Years of Service

D2 - **John Bedard** - 5 Years

D3 - **Mark Jones** - 5 Years, **Anthony Solari** - 5 Years

D4 - **Jason Brooker** - 5 Years, **Garold Jamieson** - 30 Years, **Jerold Kinney** - 10 Years, **Ryan Slack** - 10 Years

D5 - **Kelly Benoit** - 5 Years

D7 - **Steven Mitchell Jr.** - 5 Years, **Thomas Vivian** - 5 Years

D8 - **Michael Boutah** - 5 Years, **Cody Domey** - 5 Years, **David Kennison** - 5 Years, **Jason Heath** - 20 Years

D9 - **Arthur Aulis** - 25 Years, **Kevin Lacoss** - 5 Years

HQ - **Karen Brouillette** - 5 Years, **Ashley Jonas** - 5 Years, **James Weston** - 15 Years



Together
Working ^ to get you there!

Operations Connection is on the web:
<http://www.aot.state.vt.us/maint/Operations.htm>
January 1st; April 1st; July 1st, and October 1st

Questions/ Comments/ Suggestions
Karen Brouillette, Admin. SVC. Coord.
Karen.brouillette@vermont.gov

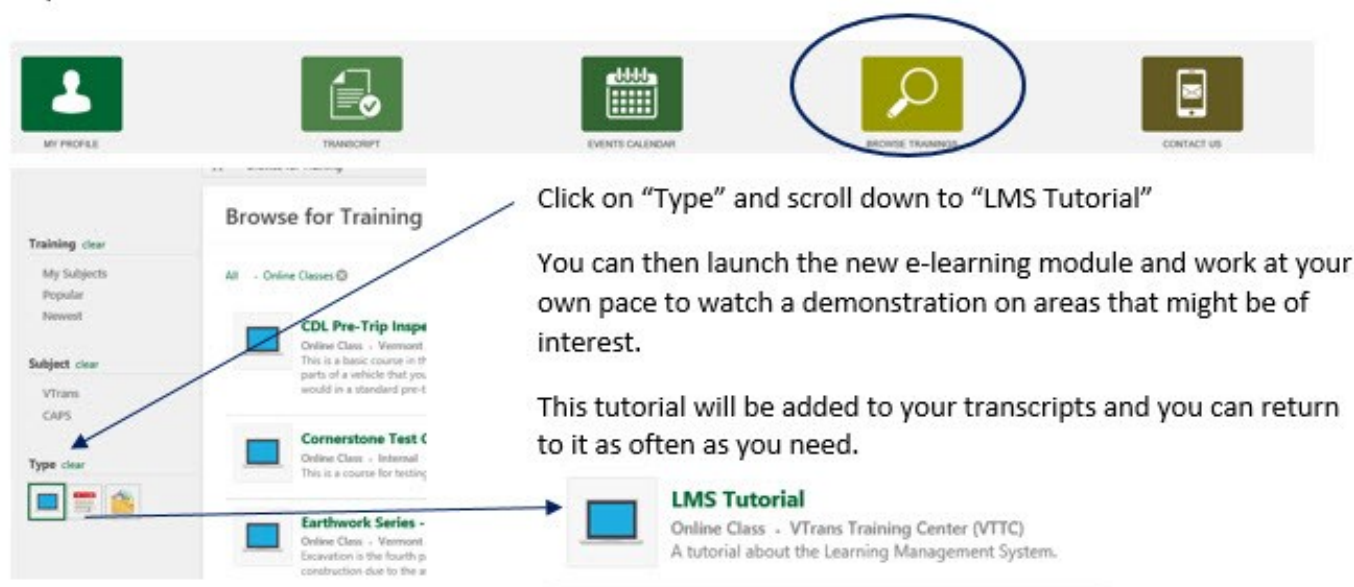
~ Special Interest~

Learning Management System (LMS)

Learning Management System (LMS) Update

The VTTC development team has been hard at work supporting users and fine tuning our new Learning Management System since it's go live at the end of June.

We recently added an e-learning module to help answer questions. After you sign into the system: <https://vermont.csod.com/samldefault.aspx?oid=2> click on the "Browse Trainings" icon toward the bottom of your screen.



The screenshot shows the LMS user interface. At the top, there are five navigation icons: "MY PROFILE", "TRANSCRIPT", "EVENTS CALENDAR", "BROWSE TRAININGS" (circled in blue), and "CONTACT US". Below the icons is a "Browse for Training" section. On the left, there are filters for "Training", "Subject", and "Type". The "Type" filter is selected, and an arrow points to the "LMS Tutorial" course in the list. The "LMS Tutorial" course is highlighted with a blue box, and an arrow points to its description: "Online Class - VTTC Training Center (VTTC) A tutorial about the Learning Management System."

Click on "Type" and scroll down to "LMS Tutorial"

You can then launch the new e-learning module and work at your own pace to watch a demonstration on areas that might be of interest.

This tutorial will be added to your transcripts and you can return to it as often as you need.

Reminder to Supervisors - As your staff request learning opportunities you will be required to approve those requests through LMS. You will receive an email notifying you that they have requested a training. Please provide approvals as timely as possible, otherwise your employee might not secure a spot in the training and be placed on the waiting list. One class filled up within two days with many going to the wait list!

We were excited to lead the way for other State Agencies and Departments and have been working across the state to provide guidance and information to assist as some prepare to also go live in the next few weeks and months. During this time our users may potentially see duplication of classes within their transcripts, as data is uploaded. We are aware of this issue and working with them to validate and correct any duplications. As with all new systems there is a period of learning and making adjustments to meet our customers' needs. We really appreciate your patience during this time, please let us know if you have questions or experience any difficulties navigating the system.

We are here to support your career development and learning, let us know how we can help!

~ Special Interest ~

Labor Management Committee Meeting Minutes

AOT (Operations) Labor Management Agenda Minutes

Summer, 2016

Approved by Labor & Management on:

August 30th, 2016

Present For Labor: Chairman Jason Health (Georgia Garage, D8), Vice Chair Shawn Ainsworth (East Montpelier Garage, D7), Brian Labounty (Dummerston Garage, D2), Alain Pion (Barton Garage, D9), Adam Norton (VSEA Strategic Analyst-present for agenda item #1), Dave Van Deusen (VSEA-AOT Senior Union Rep).

Absent From Labor: Peter Boyd (Marlboro Garage, D1), Nick Davis (The Fort, D5), Diane Dargie (Lyndon Garage, D7-filling vacant D3/4/Bridge Crew spot), Justin Irish (Chimney Corners, Central Garage).

Present For Management: Scott Rogers (Director of Operations), Ken Valentine (Superintendent of Central Garage).

Absent From Management: Wayne Gammell (Deputy Director of Operations), Todd Law (State Maintenance Engineer).

1. Wage Comparisons:

Management would like to begin to look at wage comparisons for State AOT workers in relation to the Towns. Labor has an interest partnering on such an objective comparison and will invite Adam Norton (VSEA Strategic Analyst) to attend for this agenda item.

Discussion: [Previous to this meeting Management obtained the detailed reports from the Vermont League of Cities & Towns concerning wages and benefits. Management shared this report with Labor.] Management stated that the last time State wages were compared to town wages was maybe 7-8 years ago, and then it was shown that State AOT workers (in comparison to the towns) were underpaid. Therefore Management would like to revisit this issue, and learn what the present facts are. Labor stated that they often hear talk that town X pays more than what the folks are getting in the Districts. However, this is talk and we currently have not done comprehensive comparisons of these wages. Labor also stated that they were pleased that Management obtained and shared the wage/benefit report from the cities & towns; Labor has provided the data (which is very comprehensive) to the VSEA Strategic Analyst, Adam Norton for him to study. Labor and Management then

~ Special Interest ~

Labor Management Committee Meeting Minutes

discussed working together on comparing the data to the packages received by State AOT workers, by job type, etc., and working together on task. Both parties further agreed that if an objective analysis shows that State workers are doing better (or the same) as workers in town garages that this would be good to know (and make known). If on the other hand the facts show that we are behind the towns, we should know this too. If the facts show this, Labor & Management should would together to advocate of an upward adjustment, perhaps through a Market Factor Adjustment. However, Labor & Management both recognized that this would be a decision that would be reached at the higher levels of State Government. Therefore, while both parties will work together in good faith to further what we feel is right, we do not want to unduly set false expectations.

Agreed Upon Action: Labor and Management agreed to create a joint sub-committee composed of Adam Norton (VSEA), Ernie Patnoe (General Manager, D8) to study the data provided by the Vermont League of Cities & Towns in comparison to State AOT Garage position in order to definitively understand how our wages and benefits compare. More persons from Labor & management may be added to this committee as is appropriate. The findings of this sub-committee will be discussed at the Fall Labor Management Committee meetings and next steps will be discussed at this time.

2. Equipment Specialists/Foremen PG to 25:

Labor is hearing a rumor that the Equipment Specialists position may be eliminated. Rumors also abound that Garage Foremen will go from PG 23-24 (which now gets time-and-a-half) to PG 25 (no time-and-a-half). Labor would like Management to clarify if there is any truth to these rumors.

Discussion: Management stated that there is NO plan to eliminate the Equipment Specialist position. Management also stated that there is no immediate plans to move Foremen from PG 23/24 to PG 25. Management did state that some Foremen have asked them if they can be moved up to PG 25. For some Foremen, close to retirement, this could help boost their retirement benefits as OT (time-and-a-half) can only boost your average final pay up by 20% as far as calculating your lifetime benefit goes, whereas a increase to base pay 100% impacts your retirement benefit. However, for those more concerned with cash in one's pocket now, as winter weather conditions demand, jumping from PG 23 (time-and-a-half) to PG 25 (no time-and-a-half) could result in *less* money. Regardless, there are no immediate plans to change the PG of Foremen.

~ Special Interest ~

Labor Management Committee Meeting Minutes

Agreed Upon Action/Understanding: No Garage job classes are presently being eliminated. No class reclassifications are in the works. Garage Foremen are not changing PGs. This winter all will be as is.

3. OT Opportunities:

How such opportunities should be shared between Foreman and Non-Management.

Discussion: Labor stated that they are aware on some Garages where it appears the Foremen take all or most the summertime OT, and don't allow it to be equally spread among workers. Labor recognized that often it may be appropriate for Foremen to take the OT call, but question if it can be spread out more than it is presently happening in some locations. No specific Garages were discussed. Management expressed that common sense should be used by the Foremen, whereby reasonable OT opportunities are made available to workers who can perform the specific OT task.

Agreed Upon Action: Management will bring this issue up at their next TAMS meetings, and will express that Foremen should use common sense and allow reasonable OT opportunities to workers.

4. Establishing a Transparent & Equitable System of in District/Region Transfers:

Labor would like to discuss what such a system could look like, and see if this is something both Labor and Management could come to agreement on.

Discussion: Labor reported that it has become common to hear from workers in Garages that they would like an official system (one both fair and transparent) in regards how one transfers from one Garage to another. Right now there is no official system in place (some people get a desired transfer, others don't; sometimes workers know about a transfer opportunity, other times they do not). Labor also recognized that this issue was previously discussed at past Labor Management meetings, and it is understood that any official system would have to be incorporated into the Contract (s). However, Labor (now) would simply like to express to Management its thoughts, and hear what thoughts/ideas Management has on the issue. Management indicated that they are not opposed, in principle, to coming to an agreement on how transfers would work. Labor stated that the Corrections Contract allows for Transfers (between

~ Special Interest~

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facilities/worksites) based on Seniority, and one is eligible if they have a Satisfactory PE, have not been Disciplined beyond a Verbal Reprimand over a period of time, and are not currently under Investigation for alleged misconduct. Labor indicated that Seniority is an important factor for many workers. Management asked if holding internal (AOT) interviews for all open positions would make for a more fair/transparent system in the eyes of the workers. Labor indicated that that is something that could be further looked at/considered. Both Labor and Management discussed the pros and cons of various approaches. Both parties agreed to consider this issue more, to talk with our people about various options, and to revisit this issue again at a future Labor management issue. Any mutually agreeable change would have to be placed into the Contract(s) as a side letter (etc.), and would have to be approved by the State and the relevant Union Bargaining Teams.

Agreed Upon Action: Management will ask DTA's their opinions about this issue and will contemplate it further. Labor will provide Management will the Contract language relating to transfers that exists in Corrections. Labor will also continue to have discussions with its members about the issue. Both Labor & Management will discuss this topic again at a future LM meeting.

5. Self Evaluations:

Management would like to discuss this with Labor.

Discussion: Management stated that "performance management" is the direction they are seeking to go. The present Contract allows for employees to do a self evaluation prior to receiving the Supervisor's evaluation. In the eyes of Management, a worker doing a self evaluation is a good way to get a person to think about their present skills, skills that they could/should build upon, where they would like to aim for (professionally), etc.. Labor indicated that they were not in disagreement, and that self evaluations are a good way, especially, for a newer worker to set goals, etc.. Labor also discussed the possibility of workers having a role in evaluating their boss. Management stated that something like that may happen in other Departments, where it may be referred to as a "360 Review." A general discussion continued.

Agreed Upon Action: Labor agreed to look into who else in State Government is doing "360 Reviews" and to provide that information to Management. Labor further invites more discussion on Management on this issue, and would be willing to encourage workers to do self evaluations as requested.

~ Special Interest~

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6. Putting Cut Wood To Use:

This issue was address at a past LM meeting. However, Labor is aware that good wood may still be being waited (tossed over the bank) as opposed to being used for fuel or other uses. Labor would like to clarify this policy and suggest Districts designate a central collection area for cut timber.

Discussion: Labor, while not naming any Garages or any specific District knows for a fact that in some placed “good wood” is still being tossed over the bank, or otherwise being left to rot. Labor strongly opposes the wasting of this natural resource. Management in no uncertain terms stated that they share Labor’s feelings on this matter. **GOOD WOOD SHOULD NOT BE WASTED.** Management affirmed that wood that is not used to heat Garages has been and should be used to provide free or cheap fuel to elderly/low income Vermonters through State programs, and for other productive uses.

Agreed Upon Action: Management will discuss with the DTAs and GMs to ensure the message is clear and all are on the same page. Good wood should not be wasted. Labor strongly supports this affirmation.

7. New Employee Paperwork:

Labor would like to request that Management report back their findings from the last LM meeting.

Discussion: Management stated that the lead on this issue is Wayne, and since he could not be here today, it is requested that this issue, for the most part, be tabled. However, Management did say that AOT-DHR Manager, Heidi Dimick, did report that she finds that in some cases there were delays with the issuing of employee ID #. She stated that there are “no excuses” and that the goal is to do better on this. In addition, it is also true that if someone starts at the end of a week, there is typically an unavoidable delay until the following week.

Agreed Upon Action: Topic will be revisited when Wayne Gammell is present.

8. Discrimination Free Garages:

Labor would like to briefly provide an update on this effort (as the trial training will occur later in August).

~ Special Interest ~

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Discussion: Labor reported that a mock (or practice) training will be provided to Management on August 22. Labor's proposal is to do a training, like the one that will be given to Management, to all or targeted AOT workers. Both Labor and Management agree in principle that combined efforts should be launched which aim to eliminate any vestiges of Discrimination with may linger in any one Garage. Labor also requested that AOT Labor Chair, Jason Heath be present for the mock training. Management Agreed.

Agreed Upon Action: Labor will present Management with a mock anti-discrimination Union training on August 22 at the AOT Training Center*. AOT Labor Chair Jason Heath will also attend. In addition:

“AOT Union Leaders unequivocally oppose discrimination based racism, sexism, ethnicity, age, disability, homophobia, and/or religion. Labor is absolutely dedicated to strengthening the culture within the Garages, and beyond, whereby working people hold a common solidarity and are not divided by artificial divisions.”

***This mock training has since occurred, and Labor & Management is now contemplating further steps.**

Final Note: At our previous LM Meeting, a discussion was had on use of E-Cigarettes indoors at the Garages. This issue was not revisited as the law has since changed making such a change impossible.

NEXT AOT LABOR MANAGEMENT COMMITTEE MEETING WILL BE ON NOVEMBER 10, 2016

As we are come to a close of one of the busiest summers, take pride in the work you have done and accomplished. Most of the public really do appreciate the work we do. The labor management committee is here and ready to give you the support you need. Call or e-mail issues you are having or ideas of things we can better stream line the process of the way we do business. Thank you for all your efforts and have a safe winter.

We are currently looking to fill seats for Districts 1 and Bridge Crew. If you work in one of these districts and you would like more information about this committee or have issues you would like to have discussed, please e-mail us. If you have suggestions for bargaining, you may also contact us and we can pass those ideas along to the bargaining team.

By: Jason Heath

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 District 9

Safety & Health

Our training season is slowing down, just as the weather is starting to cool off. What few we have left will be completed in October and then our heavy planning and preparation begins – Yeeha!

Lots of news this time, so get comfortable before reading on...

Rob went to NAATSHO in August. This is the National American Association of Transportation Safety and Health Officials. He presented our JSA process using FESC+H. They gave him a standing ovation!!! No other state had broken down the Job Safety Analysis into the basic hazard categories of Falls, Electrocution, Struck-By, Caught-in-or-Between, and Health before Rob's presentation. Jaws actually dropped. They couldn't believe how straight forward hazard identification could be or how it simplified the process of identification, control and communication of hazards for any task or project. Did you all realize how cutting edge we are in our little corner of the world? No question, we totally rock.

The Excavation class for Competent Persons went very well, as usual. We had more municipality folks this time around which pleased us to no end. We had some great discussions at each class and I personally enjoy participating in this one each year. By the by, we introduce our JSA form to all attendees at these classes so we are spreading our safety influence throughout the state. The Districts help out with this class each and every time, whether they have attendees present or not. Vermont Local Roads sponsors us and supplies the food, locations, and chairs while our Districts sometimes carry us all through with excavators, trench boxes, and operators. It makes a good class great with both groups working so well together.

The southern districts now have 2 Chainsaw Training Teams, thanks to District 4 folks stepping up and going through the training. Just in time too, District 1 had several people ready to train in preparation for this upcoming season. They completed this training in August and are all set for winter storms (as far as clearing fallen trees go). I'm keeping my fingers crossed for a good winter.

VOSHA entered the picture in a big way this quarter. First they visited D5's Colchester Garage. They came on strong and intimidating and walked away with one no-penalty citation, a few suggestions, and impressed by our facility. Then another set descended on Central Garage's Rutland Garage. They were pleasant and again impressed, walking away with no citations. From the Safety perspective, we're tickled pink, couldn't be happier. Those more resistant employees that down-played our internal audits started sitting up straight and taking note of the VOSHA findings. They are paying more attention to our audits, reviewing their areas, policing themselves. How's that for a positive impact from enforcement events?

We're still working with Aviation folks in Rutland and Berlin. Spreading the JSA, offering First Aid/CPR training and covering Lockout/Tagout for them at each location as needed. It's great to make these connections and increase safety in other sections of the Agency.

The Statewide Safety Task Force meetings are going very well. The District Reps, Construction, Lab and TSMO are doing great at exchanging information, explaining their areas and the needs of their areas, keeping me on track, and communicating all of this back to their home bases. This is one of the key ways Safety is able to communicate effectively throughout the Regions and participating sections of VTrans.

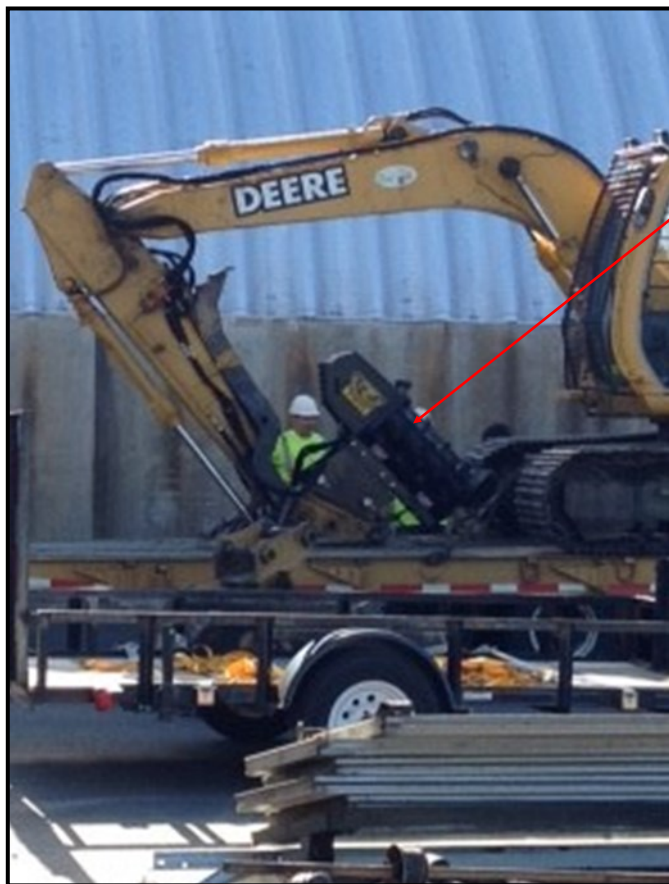
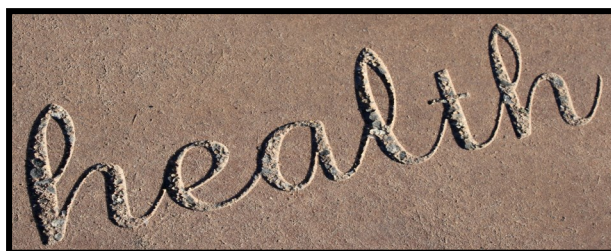
The Hearing and Respirator testing and training are in full swing with Examinetics. We are seeing less issues with this vendor, but more questions internally. Frankly, this puzzles me. The vendor changes, but the process is the same each year. These are mandatory annual testing and training events. For Hearing: All employees exposed to noise levels over 85 decibels at their job must be tested. If the Examinetics Technician identifies a hearing shift (poorer results) for an individual, they must be retested. If the hearing shift (aka Standard Threshold Shift or STS) persists, a loss of hearing is noted and must be recorded as a work injury (a First Report of Injury is filed). For Respirators: All employees assigned a respirator (cartridge, dust mask) must be fit-tested annually to confirm the respirator will work properly and still conform to their face. Facial hair will interfere in the seal of the respirator. Not being a person *intentionally* growing facial hair, but enjoying working lungs, I can't relate to those that prefer their beards over their health. Having survived asthma attacks, I am quite fond of breathing and intend to continue doing so for as long as I can. Please remember this point if you should need a respirator - It's a tool to help you stay healthy and continue breathing. If you don't get fit-tested, you can't use a respirator at work. Hopefully this information, though repeated annually, will eliminate the customary questions and will register with folks. Hearing and breathing are innate and just need a bit of TLC to maintain them.

My temporary Technical side responsibilities are gone! Lance Duquette is the new VTTC Technical Branch Manager. Hopefully he'll be adding a section to this quarterly newsletter so everyone can see what he's up to in his branch.

Safety & Health

We're working on a new Safety for Supervisors class. HR's Heidi Dimick reviewed our outline and suggested emphasizing a few points. We're excited about this class. I've seen and heard of situations where the choice of the "Competent Person" (CP) failed to consider the hazards of that planned activity. The CP chosen wasn't the best choice, for any number of reasons. In this class we will review the points a Supervisor needs to consider when choosing a CP, what OSHA says are your responsibilities as a Supervisor, and your exposure as the "Employer's Representative" during an inspection or incident. We want to make sure you Supervisors have the tools and the training you need to fulfill some aspects of your job that are easily overlooked or expected to just come from experience. As a Supervisor, you are the "front line" for Safety and for VTrans. This class is intended to help you succeed in this position.

I was able to attend D9's demonstration of the Brontosaurus on August 30 in Barton. I think I'm in love. It cuts down on our folks trying to trim brush and saplings from steep roadsides, it's faster, quieter and more efficient than I ever thought possible. How could I not love it?? The D9 operators took turns trying it out and communicated what they tried to each subsequent operator. It was a great day and an impressive amount of work can be accomplished by a smaller team in a shorter period of time.



D9's new baby – The Brontosaurus



Stay well and stay safe,
Camille and the Safety Team

Message from the Director

(Continued From Page 1)

In the future, when asked “How are you doing?” and “How do you know?”, the MOB Maintenance Section must be able to answer with what our performance goals are, what we have done, what we plan to do and how much of the budget has been spent to get us there. As one of the Bureaus in the Highways Division, it is also important to be able to communicate what work we are planning and when. This not only provides useful information to the other Bureaus, but also gives our customers a better understanding of how we plan to invest the money we are allocated every year. To be clear, the MOB will still have to be reactive at times as that is simply the nature of our job, but we will know what our system maintenance requirements are and what work we need to accomplish to meet those essential tasks. A more robust and planned implementation of Performance Management principles will allow us to do a better job of being proactive than we have been in the past.

MOB has always been an organization of doers; We have to be, as a significant portion of our job involves reacting to the world around us such as weather events, aging infrastructure that require attention, crashes, you name it. Something happens and we react. We get a lot done and over the years we have developed systems (MATS for example) that do a great job of telling us what we have accomplished. Knowing what we have accomplished is not the same as knowing if we are doing what we should be doing and if we are doing it well. Without knowing what we SHOULD be doing, we are only able to tell part of the story. Because we can't tell the full story, then we can't advocate effectively for the resources we need.

This is where Performance Management comes in. Performance Management, by necessity, includes collecting asset data, developing appropriate performance expectations for work activities associated with those assets, developing work plans and budgets to help achieve those performance expectations, reporting on work done to meet those performance expectations, monitoring quality of the work, and then making decisions on whether or not to implement changes (adjustments in measures, resources, etc.) in an attempt to alter the future results.

By moving towards a Performance Management culture, the MOB will be able to better let our customers know how we're doing and why. The envisioned type of Performance Management program is also flexible to meet changing demands over time. Once in place, performance management data can be used for “tradeoff analysis” and informed decision making, which will be necessary as infrastructure ages, funding profiles change and customer expectations evolve. In short, this results in better customer service, transparency and better stewardship of the infrastructure we are tasked with maintaining.