

Municipalities are now able to register and participate in ALL classes offered through this VTTC Bulletin!

VTrans Training Center Bulletin

Issue No. 37, August 6, 2015

Employee Development

Managing Under the Contract Part I

This one-day workshop will introduce participants to Diversity, Harassment, Discrimination - Personality Styles. The focus is on building skills in these areas to support continuous behavioral improvements to the overall workplace.

Course Dates: September 1, 2015

Time: 8:30 to 4:00

Location: VTrans Training Center

Instructor: Greg Hessel, ReGeneration Resources

Audience: Mandatory for designated managers, supervisors and FOS participants. Open to all employees.

Cost: N/A

Special Note: This class is intended for supervisors / lead workers and is specific to State of Vermont (SOV) contractual provisions.

Managing Under the Contract Part II

This one-day workshop will introduce participants to the skills used to mediate through tough situations, learn and develop conflict management skills and explore the consequences when your supervisor is also your friend.

Course Dates: August 11 or September 9, 2015

Time: 8:30 to 4:00

Location: VTrans Training Center

Instructor: Greg Hessel, ReGeneration Resources

Audience: Mandatory for designated managers, supervisors and FOS participants. Open to all employees.

Cost: N/A

Special Note: This class is intended for supervisors / lead workers and is specific to State of Vermont (SOV) contractual provisions.



AOT Fundamentals of Supervision

This six-day course introduces supervisors, team and crew leaders, and specialists to supervisory roles and expectations, how to foster an environment that motivates employees to excel and communicate effectively. Participants will complete an **Individual Development Project Plan (IDPP)** which must be completed prior to graduation.

Course Dates:

Group 9: FULL

Day 1: September 9, 2015

Day 2: September 22, 2015

Day 3: October 6, 2015

Day 4: October 22, 2015

Day 5: November 5, 2015

Day 6: January 19, 2016 Graduation

Group 10: FULL

Day 1: September 17, 2015

Day 2: October 1, 2015

Day 3: October 15, 2015

Day 4: October 29, 2015

Day 5: November 12, 2015

Day 6: January 28, 2016 Graduation

Participants must successfully complete the following classes to Graduate:

- Managing Under the Contract Parts: I, II, III, IV
- Interviewing & Hiring for Success
- Mandatory EEO for Supervisors and Managers
- Ethics
- Writing the Performance Review

Time: 8:30 to 3:15 Days 1 - 5 / 8:30 to 1:15 Day 6

Location: VTrans Training Center

Instructor: O'Shea Consulting

Audience: Supervisors, Team and Crew Leadership / Specialists

The VTTC has adopted the training competencies developed by the Transportation Curriculum Coordination Council (TCCC), a committee of AASHTO. TC3:

- Level I Entry / Awareness
- Level II Intermediate / Qualified
- Level III Advanced / Competent
- Level IV - Project Management (Administrator, Superintendent)

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Employee Development

Managing Under the Contract Part III

This workshop focuses on Discipline, Corrective Action and Grievance Handling. It will examine substantive and procedural issues that can arise while administering the collective bargaining agreements. Grievances will be discussed, including the standards that apply to grievances, timeliness requirements, and principles of contract construction. Substantial time will be devoted to lesser disciplinary actions and dismissals. Due process considerations, such as right to union representation at a meeting that may lead to discipline and right to a pre-termination meeting, will also be discussed. Other topics of discussion include protected activities, discrimination claims in grievances, resignations, performance evaluations, just cause standards, layoffs, and overtime. VT Labor Relations Board (VLRB) case law, and court and arbitration decisions.

Course Dates: August 12, September 16 or October 8, 2015

Time: 9:00 to 3:30

Location: VTrans Training Center

Instructor: John Berard, DHR Labor Relations Specialist

Audience: Mandatory for designated managers and supervisors and FOS participants. Open to all employees.

Cost: N/A

Special Note: This class is intended for supervisors / lead workers and is specific to State of Vermont (SOV) contractual provisions.

Managing Under the Contract Part IV

This one-day workshop will examine the requirements, responsibilities and interplay between the Federal Family Medical Leave Act (FMLA), the Vermont Parental and Family Leave Act (PFLA), the Americans with Disabilities Act (ADA), the ADA Amendments Act (ADAAA) and Workers' Compensation.

Course Dates: August 27 (FULL), September 23 or October 21, 2015

Time: 9:00 to 3:30

Location: VTrans Training Center

Instructor: John Berard, DHR Labor Relations Specialist

Audience: Mandatory for designated managers, supervisors and FOS participants. Open to all employees.

Cost: N/A

Special Note: This class is intended for supervisors / lead workers and is specific to State of Vermont (SOV) contractual provisions.

Interviewing & Hiring for Success

This one-day workshop explains the State's hiring process and practice in detail. Course includes interviewing concepts necessary to identify and select qualified applicants, avoid legal pitfalls, learn skills for better interview preparation, learn effective interviewing techniques, streamline the decision-making process, and welcome the new employee.

Course Dates: September 3, October 27 or November 17, 2015

Time: 9:00 to 3:30

Location: VTrans Training Center

Instructor: Colleen Montague, EEO, Civil Rights

Audience: Mandatory for designated managers, supervisors and FOS participants. Open to all employees.

Cost: N/A



Ethics

This half-day workshop will introduce participants to the tools needed to build strong ethical behavior in the workplace.

Course Dates: August 19, September 15 or October 13, 2015

Time: 8:30 to 12:00

Location: VTrans Training Center

Instructor: VTrans / Legal Division

Audience: Mandatory for designated managers and supervisors and FOS participants. Open to all employees.

Cost: N/A

Mandatory EEO Training for Agency Supers. & Mgrs.

This training will review the EEO Policy Statement, the Affirmative Action Plan (AAP), federal and state laws relative to EEO, the administration of the Agency's EEO Program, policies, procedures, and manager and supervisor responsibilities relative to implementing the AAP.

Course Dates: September 30 (FULL) or November 10, 2015

Time: 9:00 to 2:30

Location: VTrans Training Center

Instructor: Civil Rights Staff

Audience: Designated managers, supervisors and FOS participants. Open to all employees. *

Cost: N/A

***Special Note:** Mandatory EEO Training is intended for supervisors and managers and is specific to federal, state and local government contractual provisions and policies.



"Writing" the Performance Review

This one-day workshop teaches participants each step in completing the State's Performance Evaluation Report (AA-PER-6C) — completing the cover page, reviewing major job duties and expectations, writing supervisor's notes and setting goals for the next rating period. Participants will work in groups to examine sample performance evaluations and discuss how, or if, the overall rating in the samples are supported by the supervisor's comments.

Course Dates: August 13 (FULL) or September 17, 2015

Time: 9:00 to 3:30

Location: VTrans Training Center

Instructor: DHR Instructor

Audience: Mandatory for designated managers, supervisors and FOS participants. Open to all employees. *

Cost: N/A

***Special Note:** "Writing" the Performance Review is intended for supervisors / lead workers and is specific to the State of Vermont (SOV) contractual provisions and (SOV) Department of Human Resources (DHR) policies and procedures specific to the performance



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Project Management Essentials

The project management training course encourages attendees to focus on current projects for a truly hands-on experience. This training is ideal for those with no previous project management training, as well as those who are taking on an increasing number of project oriented assignments.

Course Date: August 12, 13, and 14, 2015 (FULL)

Time: 8:30 to 3:30

Location: VTrans Training Center

Instructor: Panurgy Instructor

Audience: Project and Program Managers, and Technician Series

Cost: N/A

Health & Safety

Construction Safety Awareness (CSA 55)

The focus of this training is to promote a safe and healthy workplace to all new employees. This course also provides employees an awareness level of job-related safety issues in compliance with OSHA regulations for various safety training. Subjects cover the "OSHA Four" hazards of fall protection, electrical safety, struck by and caught between (FESC).

Course Dates: December 15, 2015, December 16, 2015 and December 17, 2015

Time: 9:00 to 1:30

Location: VTrans Training Center

Instructor: Rob Gentle, VTTC Safety Instructor

Audience: New, temporary and seasonal AOT and Municipal employees.

Cost: N/A

Health & Safety

Construction Safety Awareness (CSA 55)

The focus of this training is to promote a safe and healthy workplace to all new employees. This course also provides employees an awareness level of job-related safety issues in compliance with OSHA regulations for various safety training. Subjects cover the "OSHA Four" hazards of fall protection, electrical safety, struck by and caught between (FESC).

Course Dates: October 20, 2015, October 21, 2015 and October 22, 2015

Time: 9:00 to 1:30

Location: VTrans Training Center

Instructor: Rob Gentle, VTTC Safety Instructor

Audience: New, temporary and seasonal AOT and Municipal employees.

Cost: N/A

Defensive Driving

This program is designed for the experienced operator who understands the basics of handling a vehicle and equipment.

Class/Workshop Objectives:

- Use proper driving skills.
- Obey all applicable traffic regulations.

Course Date: Anytime

Location: Online Course

Instructor: <http://humanresources.vermont.gov/training/classroom/online>

Target Audience: All employees who operate State owned vehicles or all employees who operate their private vehicles for greater than 2,000 reimbursable miles annually. (Governor's Fleet Safety Executive Order No. 04 -93).

Cost: \$20.00

Construction Safety Awareness (CSA 55)

The focus of this training is to promote a safe and healthy workplace to all new employees. This course also provides employees an awareness level of job-related safety issues in compliance with OSHA regulations for various safety training. Subjects cover the "OSHA Four" hazards of fall protection, electrical safety, struck by and caught between (FESC).

Course Dates: November 3, 2015, November 4, 2015 and November 5, 2015

Time: 9:00 to 1:30

Location: D3 Mendon, room TBD

Instructor: Rob Gentle, VTTC Safety Instructor

Audience: New, temporary and seasonal AOT and Municipal employees.

Cost: N/A

Mabey Bridge Training

The Mabey Bridge training will cover the safe transport, delivery, set-up, build and removal of the Mabey Bridge. This bridge is a temporary replacement bridge for use after flooding damage to permanent bridges.

Course Dates: September 2 & 3, 2015

September 9 & 10, 2015

September 16 & 17, 2015

September 22 & 23, 2015 (date changed)

Time: 9:00 to 2:00

Location: VTrans Training Center

Instructor: TBA

Audience: AOT and Municipal employees

Cost: N/A

*****This training has a limited enrollment. Please contact Camille Erwin for more information at Camille.erwin@state.vt.us**



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Health & Safety

Working Over (or near) Water (WOW)

Training to include 29 CFR 1926.106, managing the added hazards of working near or over water where there may be a potential for drowning or a need for rescue.

Course Dates: September 1, 2015
September 8, 2015
September 15, 2015
September 21, 2015

Time: 9:00 to 2:00

Location: VTrans Training Center

Instructor: Camille Erwin and Rob Gentle

Audience: By Region and Specialists Only (AOT and Municipal)

Cost: N/A

*****This training has a limited enrollment. Please contact Camille Erwin for more information at Camille.erwin@state.vt.us**

Trenching and Shoring Safety

This two-day "competent" level training focuses on hazard assessment and following the standards that apply to Excavations, Trenching and Protective Systems, such as shoring and sloping.

Course Dates:

August 11 & 12, 2015 Springfield AOT Garage
August 19 & 20, 2015 St. Johnsbury AOT Garage
August 26 & 27, 2015 West Rutland Town Municipal Garage

Time: 9:00 to 1:30

Location: As listed above

Instructor: Rob Gentle, VTTC Safety Instructor

Audience: Competent Level Training for both AOT and VLR employees.

Cost: N/A



Health & Safety



The VSP Clandestine Lab Team will offer an awareness training in the newest drug lab trends. Specifically we will discuss and show what materials and set-ups you can expect to see at a certain lab and how to handle a lab if you encounter one. Discussions will include—pot methamphetamine labs, hash oil and other labs. We will discuss safety and notification procedures as well.

These trainings will be scheduled around the state. If interested, please contact Camille Erwin at Camille.erwin@state.vt.us
Scheduling will be based on interest.

“Chainsaw Trainings, by both the Northern and Southern Training Teams, wrapped up in May. They will occur again in late September to October 2015.”



The Excavation Simulator is currently being piloted in District 1.

If you are interested in having this training in your district office, please contact Camille Erwin at camille.erwin@vermont.gov



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Technical Services

Rivers & Roads Tier Two

As Tropical Storm Irene and many floods before have demonstrated, Vermont's transportation infrastructure is highly vulnerable to erosion, deposition and inundation hazards associated with river flooding.

Tier Two of the Rivers and Roads Training Program targets a wide range of state, municipal and private sector transportation infrastructure. Participants leave the training with the knowledge and skills required to distinguish between stable and unstable rivers, identify various types of river instability, forecast a rivers response to alternative structural treatments and build those treatments.

Course Date: September 2 and September 3, 2015

Time: 8:30 to 4:30

Location: Cambridge

Instructor: Shayne Jaquith, ANR

Audience: Maintenance workers, equipment operators, towns and design and construction oversight engineers.



Bring your lunch each day and have plenty of drinking water available during site visits.

Rivers & Roads participants should be prepared for weather events. Wear tall rubber boots, hats, sun-screen, sun glasses; have rain gear available, and make sure you are protected against ticks.

Technical Services

Incident Command Level 300

This course focuses on management of expanding incidents and is intended for those who will be serving in the following positions: command staff, section chiefs, strike team leaders, unit leaders, division and group supervisors, branch directors, multi-agency coordination system staff, and Emergency Operations Center staff.

Prerequisite: ICS Level 100 & 200

Course Date: September 29, 2015, October 1, 2015 and **October 2, 2015**

Time: 8:30 to 4:30 each day

Location: VTrans Training Center

Instructor: DEMHS

Audience: Senior managers are mandatory, consists of: Bureau Directors and Deputies, Maintenance & Operations Bureau Section Heads, Project Delivery Bureau Section Heads, District Transportation Administrator and Division Directors. Others **may** attend with their manager's approval and **must** attend if directed by their manager.

Cost: N/A

To register: http://vtransoperations.vermont.gov/sites/aot_operations/files/documents/VTTC/DEMHSRegistrationForm.pdf

The VTTC welcomes your suggestions, comments and honest feedback. Your input is an important part of providing quality trainings ~ Tell us how we are doing. If you have a class you'd like to see available and/or are interested in instructing a class, visit our website & complete the "Suggest a Class" or "Instruct a Class" form(s).



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