



# Vermont Working Woman

## SPECIAL POINTS OF INTEREST:

- VT YC Program
- Grant Funds Available
- Camp BPW
- Vermont Commission on Women

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## President's Message—Staci Smith

January 10, 2014

As we all begin to gear up for the second half of our BPW year, I'd like to wish everyone a happy 2014. I look forward to hearing about all of your holiday events and gatherings and hope that the new year brings with it many successes.

I had the opportunity to visit Franklin County, Westshire and St. Johnsbury Local member meetings so far and I look forward to getting to Burlington and Champlain Valley during the remainder of this year. I am always so impressed by the participation and energy at your meetings. There is definitely a lot of effort that goes into them and we should all try to remember to invite friends and acquaintances to attend.

The planning has begun for Camp BPW, so please keep your eyes and ears open for upcoming announcements with the details.

We have a State Board conference call scheduled for January 27 at 7 pm. The call

in number is 712-451-6000. Enter access code: 445699#. As a reminder, all Committee Chairs, Executive Board Members and LO Presidents should plan to attend. The information from this meeting will be passed along to each member via their LO President.

The applications for Woman of the Year and Employer of the Year are due by February 28 to Carolyn Frazier. You can find the apps on our website.

If you have information you would like included on the State website, please be sure to pass it along to me and I will get it on there.

Thank you to each member that attends, gets involved and supports their fellow working woman. "Together we can – step up to the plate – and light the beacon" that will get us through our challenges and give us the confidence to push forward.

See you very soon,

Staci Smith,  
President/VT BPW



## BPW/VT President-Elect Message

### Carolyn Frazier, Champlain Valley BPW Member



As I am composing this message, it is New Year's Eve and I am reminded of past years when I made resolutions, which were immediately broken and other times when I actually set a SMART goal and attained it. I am encouraging you all to set a SMART goal toward your BPW membership.

Those of you who have taken the Business and Professional Women's Individual Development course know that a SMART goal is Specific, Measurable, Accountable, Realistic and Timely in order for you to attain it. Making a goal too general with no way to account for your progress and with no set time to achieve it is just asking for failure. We often forget that the first step before setting the goal is to REFLECT on what has brought you to this point in life.

When we experience a new day, a new year or a new experience we meet new personal challenges. Life is constantly changing and we have to let go of old practices, traditions or habits. But we need to remember what we learned from them. We need to update our organization to modern ideas. That's exactly what I want you to do. Think about:

Why you belong to BPW?

Are you getting what you want out of your membership?

How does your local help you?

How does the state organization help you?

What do you need to have changed in order to feel your membership is valuable to you?

Once you have done this reflection, you need to have a discussion on the local level about what next year should be like. Wait, doesn't the next year begin in June/July? Yes, it does but you need to be planning NOW!

One of the hardest tasks a local has is finding leadership and that should be the easiest job there is. Leaders should not be doing the work but providing opportunities for members who have an interest in something specific to work towards that passion. Too often we have leaders who have the idea that no one stepped forward so I must do it. Wrong these type of leaders scare off individuals coming behind them! If no one wants to take care of that task, then that event is not done this year. And, if you think BPW has nothing to offer you any more, have you expressed your interests? You need to be part of the discussion for the future. Sitting back will not get you anywhere.

When you are having that local discussion, remember we have to modernize our ways of operating. Please don't sit there and be critical of new ideas. "That's the way we do it" should not be heard. It turns individuals off. "This has worked in the past but maybe we should try something a little different this year" is a more positive approach. If you have been the chair of a committee, give another member the chance to lead by volunteering to being a sounding board and turning over of your files. Keep a copy of them in case something is lost, but don't keep them and volunteer to send things out just because you have the originals. Even though you think you are being helpful, this is sending a message to the new chair that you have no confidence in their leadership. And when an event or task is finished, hold a debriefing on what went right and what went wrong without being accusatory. No one is perfect and no event is perfect.

With those thoughts of advice, let's be more specific when it comes to the state level. What kind of services or programs can we offer you to make your membership valuable? Last year, members told me they didn't know what the state had to offer and I invited the members to set a value proposition statement up and give me feedback.

## BPW/VT President-Elect Message

### Carolyn Frazier, Champlain Valley BPW Member—continued

Part two is finding out about what really interest you on the state level. There are things like:

Leadership Training

A Statewide recognition for working women (like YC program)

A history of working women's contributions

A statewide lobby effort

How to's for various fundraising efforts

Training to offer a local CAMP BPW

Access to speakers that you might not be able to afford at the local level

A forum for contemporary issues you think need to be looked into

Access to educational opportunities information (such as Foundation or creating a state scholarship)

The Individual Development Program (Did you know Vermont has the most qualified facilitators in all of the New England States!)

Networking throughout New England States and Northern New York

Next year, I intend to have communication go to each member and asked the Treasurers this year to update our state records with email addresses as they send in dues. There still seems to be a small communication problem, so to ensure you get individual communication and don't have to wait until local meetings, please send your current email address directly to me. Using the two methods, we should be able to come up with a realistic database by the Annual Conference.

In May, I will be the State President and I will be setting goals for the state level that I hope match your issues and passions, but I can't do that without you contacting me with your thoughts. What do you want to see happen next year? Send an email to: [cmcleanf@yahoo.com](mailto:cmcleanf@yahoo.com) (and put BPW/VT in your reference line) with your thoughts (nothing is too petty). People have already contacted me with ideas for bylaws changes, meeting changes, meeting locations. Please be part of the discussion. If you don't have Internet access, my home address is 641 Maple Ridge Road, Brasher Falls, NY 13613.

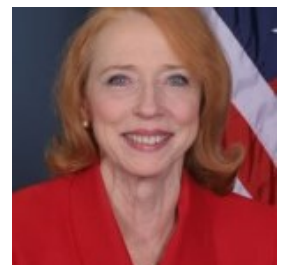
Lastly, what are you getting with me as your next President? Well one thing is you don't have to elect your next President, you already have elected me. I have already been a State President so I know what I am getting into and I can use that experience to help guide leaders coming behind me. So if you are interested in being a state officer, contact the Nominating Chair. Let's look to the future of our organization – **B**est **P**ersonal **W**ishes for the new calendar year and for the remainder of the BPW fiscal year.

Diane Polangin, formerly of the prior Business and Professional Women has been appointed to the BPW Foundation Board of Trustees. Diane came to Concord, New Hampshire a few years ago and spoke at our combined VT/NH BPW Convention and installed the Vermont and

## Dianne Polangin—Appointed to BPW Foundation Board of Trustees

New Hampshire officers. Diane lives in Bowie, Maryland and is the owner/operator of Total Tax Service there. It's great to have a contact at the National level who is at least a little familiar with our BPW family in the Northeast. *By Donna Heath, VT BPW Immediate Past President*

[http://bpwfoundation.org/index.php/about/board\\_of\\_trustees](http://bpwfoundation.org/index.php/about/board_of_trustees)



# St. Johnsbury President—Donna Heath



St. Johnsbury BPW  
January 2014

St. Johnsbury wishes its President, Renee Kilroy, the very best in her next adventure as she moves with her family to her new job and home in Maryland.

Unfortunately, four of the five St. Johnsbury officers elected last May have had to resign, mostly due to relocations to other areas.

As of January 2014, our officers are:

Donna Rae Heath, President  
Alice Kitchel, Vice President  
President-Elect is vacant  
Janet Graham, Treasurer  
Michelle Tarryk, Secretary

St. Johnsbury BPW will continue with Renee’s plan to have members brainstorm ideas on who we are and how to brand BPW. The January regular meeting, in lieu of a speaker, will include a brainstorming session. In February, plans will be made to hold a panel discussion on what local businesses feel are the needs of employees in the form of training, business needs and needs of the company.

In March, St. Johnsbury will provide a BPW booth at a Veterans Conference at Lyndon State College and also at a possible job fair in the area.

Our regular scholarship award will be presented in April and the installation of officers will conclude the year in May.

St. Johnsbury BPW mourns the loss of Dan Smith, beloved husband of BPW/VT President, Staci Smith. He died on Sunday, December 1, 2013. He was a well-known craftsman and Staci’s best friend. Memorial contributions may be made to Hospice, C/O Caledonia Home Health, 161 Sherman Drive, St. Johnsbury, VT 05819.

Staci’s address is:  
664 Rt2B, St. Johnsbury, VT 05819

Submitted by,

Donna Rae Heath  
St. Johnsbury BPW President

<p><b>Staci D. Smith, AAMS®</b> <i>First Vice President/Investments</i> <b>(802) 751-0511</b></p>	<p><b>Deborah A. Williams, AAMS®</b> <i>Registered Client Service Associate</i> <b>(802) 751-0510</b></p>
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**Burlington BPW—  
Stephanie Hainley**

**Young Careerist State Chair—  
Stephanie Hainley**

The State Young Careerist guidelines have been forwarded to the locals. The guidelines are mostly the same as last year (with one changed speech topic). Please contact your local YC chair for YC Packets and more information.

**DISCOVER THE POWER OF OUR CUTTING EDGE COLLABORATIVE MANAGEMENT TRAININGS**

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"Burlington Local has stayed pretty busy. We had an incredible seminar with Emma Mulvaney-Stanak about advocacy and organization around issues. And in November, we celebrated two Women of Achievement - Jennifer Warwick Sokolowski and Janet Stambolian of Girls Nite Out - and the Employer of the Year, VPR (VT Public Radio). VT Commission on Women's Executive Director, Cary Brown, was our guest speaker. Members gathered at the American Cancer Society Hope Lodge in December for the Annual Cookie Bake!

Due to declining membership and difficulty in getting members to take on leadership roles, there was discussion at our January meeting on the future of our organization and whether or not a new format is needed.

We look forward to the months to come and hope we will see many of you soon!"

Thanks,  
Stephanie

**The Virginia Allan Young Careerist (VAYC)**

This program honors *Virginia Allan*, a member of the *Wyandotte BPW*, who served as National President in 1963. She recognized the need to recruit young members. Toward that goal, the Young Careerist Program honors young women and introduces them to mature workingwomen while providing them an opportunity for personal and career growth.

Women ages 21 to 35 who have been working for a minimum of one year are eligible to participate in local and state competitions. These include an interview and a judged, timed public speech on their choice of pre-selected topics.

The Virginia Allan/Young Careerist Program includes the following:

- *Introduction to BPW structure and history.*
- *Mentoring opportunities with current members.*
- *Development of speech and presentation skills.*
- *Instruction about planning and conducting meetings.*
- *Development of negotiating and interviewing skills.*
- *Recognition of personal, educational and career goals and achievements.*
- *Development of organization and leadership qualities.*

Applications must be submitted by the posted deadlines. State contestants must be BPW members; many Clubs offer BPW membership to participants. Members may participate until they reach age 35.





# Business and Professional Women/VT

## **YOUNG CAREERIST 2014 SPEECH CHOICES**

Note cards, a timer, and a microphone may be used. No props are allowed.

The four-minute speech is timed and there is a deduction for speeches that are over or under the four-minute time by more than 15 seconds.

The speech is judged on: preparation and content (opening, logic, knowledge of subject); delivery (poise, manner, voice, posture); clarity (word choice, ease of understanding); expression (gestures, eye contact); adherence to topic (relevance, audience attention, creativity).

### **TOPICS:**

1. If you interviewed the Governor of Vermont (or other high-ranking elected official who represents your interests), what information would you like to obtain as to current issues affecting the future of the state.
2. Vermont values local control: What issues do you perceive as being of paramount importance to your community?
3. How do you think this generation - Generation Y - will contribute uniquely to the world? And how do you fit into or differ from the typical attributes of a professional Gen Y woman?
4. If you could choose one woman whom you value as a role model, who would that person be and what are/were the accomplishments and values that made you select her.



# Business and Professional Women/VT

## **YOUNG CAREERIST 2014 PROGRAM REQUIREMENTS**

### **ELIGIBILITY**

A Young Careerist Representative must:

- Be between the ages of 21 and 35, inclusive, by July 31<sup>st</sup> following the first competition in which he/she participates;
- Be or have been employed in business or the professions with at least one (1) year of full-time work experience;
- Be a BPW member in good standing; and
- Review and sign the BPW Foundation Legislative Platform Agreement.

NOTE: To take part in the local, State, and Regional YC Program, a Young Careerist Representative must be (or become) a BPW member in good standing.

### **REQUIREMENTS**

- 1) Submit application (4 pages below - plus essay).
- 2) Prepare speech according to the choices listed below.
- 3) Participate in Local YC Program.
  - Participate in networking with BPW members & judges
  - Participate in an individual interview with judges
  - Deliver speech to BPW membership & judges
  - Judges deliberate and award one Local BPW Young Careerist

\*Winner of Local BPW Young Careerist must participate in the State Young Careerist Program on May 17, 2014 - Lake Morey, Fairlee, VT.

\*\*Winner of the State BPW Young Careerist must participate in the Regional Young Careerist Program in September 2014 - location TBD.

## Westshire President—Kim Bina



On the road traveling. Will report at the next meeting!!!!

## Grants Chair —Marie Eddy



January 14

The third grant request of the fiscal year has been for \$400 to Westshire to fund the creation of a new website. The two requests reported on earlier were \$250 and \$110 to Franklin County BPW for events in their area. So, that brings us to a total of \$760 disbursed this year.

Way to go, BPW! We still have over \$1,000, so if your LO has an idea on how to increase membership and/or boost visibility, please fill out a grant form and send it my way.

Applications can also be e-mailed to me at [marieeddy9@gmail.com](mailto:marieeddy9@gmail.com)  
Respectfully submitted,

Marie Eddy, Grants Chair

**History: In 2012, VT/BPW established a grant for local organizations to help with efforts to increase membership. LOs can request funds up to \$2000 to defray costs of putting on events designed to introduce our organization to potential members. To apply for a grant, LOs need to fill out the form and submit it to Grant Chair, Marie Eddy, at 659 Charlotte Road, Hinesburg, VT 05461.**



**Vermont Federation of Business and Professional Women**  
**Membership Grant**

VT/BPW has established a grant for local organizations to help with efforts to increase membership. LOs can request funds up to \$2000 to defray costs of putting on events designed to introduce our organization to potential members. To apply for a grant, LOs need to fill out the form below and submit it to Grant Chairperson, Marie Eddy, at 659 Charlotte Road, Hinesburg, VT 05461. Applications can also be e-mailed to Marie Eddy at [marieeddy9@gmail.com](mailto:marieeddy9@gmail.com)

Name of Local Organization: \_\_\_\_\_

Person Applying for Grant: \_\_\_\_\_ e-mail: \_\_\_\_\_

LO President: \_\_\_\_\_ e-mail: \_\_\_\_\_

LO Treasurer: \_\_\_\_\_ e-mail: \_\_\_\_\_

Amount of Grant Requested: \_\_\_\_\_

Date of Event: \_\_\_\_\_

Description of Event: (feel free to attach separate sheet, or any publicity literature for the Event)

Estimated Cost of Event: \_\_\_\_\_

Will attendees be paying for admission to the Event? (circle one) Yes      No

If there is an admission fee, what will it be? \_\_\_\_\_

Anticipated number of people attending the Event: \_\_\_\_\_

Grant requests will be reviewed by committee within one month of receipt, and LO will be notified via e-mail of the decision. Please apply for grant at least two months prior to the Event, to allow sufficient time for money to be disbursed.

# Franklin County President Danielle Martel



Hi everyone!

Franklin County BPW was pleased to award Fiddlehead Family Dentistry with our Employer of the Year award, Elizabeth Malone with the Woman of the Year award, and Bess O'Brien with the Women of Achievement award. Our membership drive has greatly increased our number of guests attending and joining, we are

excited to announce the induction ceremony in November welcomed in 18 new members!

We hosted a Christmas party for the families at a local battered-women shelter in the beginning of December. With strong support from the membership and community sponsors were able to provide a venue, food and drinks, and gifts for the children and families. Our Annual Holiday Party was full of fun games, great food, and an amazing dessert provided by Trisha!

Our next membership meeting will be held on January 21<sup>st</sup> from 5:30-8:00 at the Green Mountain Café in St. Albans.

The Finance Committee, lead by Jackie Hawkins, will be hosting the meeting. The guest speaker is our own Nathan Muehl, and the presentation will begin at 7:00pm. If you would like to attend, please RSVP to Pearl at [pearlgvt@comcast.net](mailto:pearlgvt@comcast.net) by 01/17.

Like us on Facebook and join our network on LinkedIn to stay in touch!

Respectfully submitted,

*Danielle Martel*

FCBPW President



**Jackie Hawkins**  
Independent Representative  
jmh05170@gmail.com

Cell 802-309-0849

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[DrRainville@rainvillechiropractic.com](mailto:DrRainville@rainvillechiropractic.com)

**Dr. Martha R Rainville**  
**Dr. Michele Wilkie**  
Chiropractic Physicians



# Fourth Annual Camp BPW

Saturday, March 8th, 2014

La Quinta Inn & Suites  
Saint Albans, VT

Camp BPW is a day-long program for teenage girls, aged 15-18, interested in learning about real world strategies designed to prepare them for adult life.

This program will provide knowledge with basic skills in financial planning, goal setting, decision making and career planning.

Workshops will cover:

- Managing your Money
- Identifying & Researching Career Options
- Resume Writing
- Interviewing Skills
- Dress for Success
- Work Courtesy

**Reality Store "Booths":**

- Statistics □ Banking □ Housing □ Utilities
- Furniture □ Groceries □ Child Care □ Legal
- Transportation □ Insurance □ Clothing
- Life's Unexpected □ Medical/Dental/Optical
- Pet & Veterinarian □ Entertainment & Travel
- Charitable Contributions □ Financial Consumer



## Program Agenda

- 8:30—9:30  
Continental Breakfast  
&  
Motivational Speaker
- 9:45—11:00  
Workshops
- 11:00-1:00  
Reality Store
- 1:00-1:30  
Lunch
- 1:30-3:30  
Workshops
- 3:30-4:30  
Community Service  
Project
- 4:30-5:30  
Pizza Party
- 5:30-5:45  
Certificate Ceremony

# Vermont Federation of Business and Professional Women

## Executive Committee and Full Board

2013-2014

### Executive Committee

<u>Name</u>	<u>Position</u>	<u>Local</u>	<u>Email Address</u>
Staci D. Smith	President	St. Johnsbury	<a href="mailto:staci.smith2003@gmail.com">staci.smith2003@gmail.com</a>
Carolyn Frazier	President-Elect	Champlain Valley	<a href="mailto:cmcleanf@yahoo.com">cmcleanf@yahoo.com</a>
Amanda Maggy Thomas	Vice President	Champlain Valley	<a href="mailto:amaggy562@aol.com">amaggy562@aol.com</a>
Deborah Williams	Secretary	St. Johnsbury	<a href="mailto:emilywms@myfairpoint.net">emilywms@myfairpoint.net</a>
Gina Clark	Treasurer	Franklin County	<a href="mailto:ginaclark192@comcast.net">ginaclark192@comcast.net</a>

### Full Board

Stephanie Hainley	Local President YC Chair	Burlington	<a href="mailto:shainley@gmail.com">shainley@gmail.com</a>
Carina Parrow	Local President	Champlain Valley	
Danielle Martel	Local President Camp BPW Co-Chair VT Commission on Women	Franklin County	<a href="mailto:daniellemartel@live.com">daniellemartel@live.com</a>
Reneé Kilroy	Local President Legislative Chair	St. Johnsbury	<a href="mailto:reeneek@nchcvt.org">reeneek@nchcvt.org</a>
Kim Bina	Local President Public Relations Chair	Westshire	<a href="mailto:kim.bina@comcast.net">kim.bina@comcast.net</a>
Eleanor Smith	By-laws	Westshire	<a href="mailto:elliesmith175@comcast.net">elliesmith175@comcast.net</a>
Donna Rae Heath	Finance Chair Immediate Past President Nominating Comm Chair	St. Johnsbury	<a href="mailto:toughy@kingcon.com">toughy@kingcon.com</a>
Barbara Swinton	Foundation Chair	Burlington	802-864-7859
Lisa Grunewald	Historian	Franklin County	<a href="mailto:mlg1@aol.com">mlg1@aol.com</a>
Marie Eddy	IDP Chair Program Grants Chair	Burlington	<a href="mailto:marieeddy9@aol.com">marieeddy9@aol.com</a>
Gina Clark	VWW Editor	Franklin County	<a href="mailto:ginaclark192@comcast.net">ginaclark192@comcast.net</a>
Lucille Nelson Winsor	Auditor	St. Johnsbury	802-626-5838
Jacqui Hood-Lefebvre	Camp BPW Co-Chair	Franklin County	<a href="mailto:jacquih@comcast.ent">jacquih@comcast.ent</a>
Staci Smith	Convention Chair	St. Johnsbury	<a href="mailto:staci.smith2003@gmail.com">staci.smith2003@gmail.com</a>
Pat Nowak	Parliamentarian	Burlington	<a href="mailto:panowak@aol.com">panowak@aol.com</a>

VERMONT COMMISSION ON WOMEN

**Danielle Martel**





# Important Workplace Laws Vermont Workers Should Know



*Vermont passed new laws and strengthened old ones to protect workers' rights to equal pay, requests for flexible working arrangements, wage disclosure, and more. Learn more about your rights and where to go for more information or help.*

## FLEXIBLE WORKING ARRANGEMENTS

**Vermont employees have the right to request flexible working arrangements and employers must discuss and consider these requests.**



The new law applies to all Vermont employees and gives them the **right to request** a flexible working arrangement for any reason and requires employers to discuss and consider such requests at least twice per calendar year.

The law does not dictate which requests must be granted, but instead **provides a framework for a meaningful workplace dialogue**. Importantly, the law also protects employees who seek such arrangements from retaliation or discrimination.

The law defines "flexible working arrangement" as "**intermediate or long-term changes in the employee's regular working arrangements, including changes in the number of days or hours worked, changes in the time the employee arrives at or departs from work, work from home, or job-sharing.**"

This new law doesn't apply to other forms of leave that may already be required by Vermont or federal law, such as parental or family leave, accommodations for disabilities, or workers' compensation injuries. The law does not diminish rights set forth in labor contracts. It also doesn't apply to routine shift scheduling or vacation requests.

Employees may make the request verbally or in writing. The request should be as specific as possible, and employees should be prepared to discuss how the arrangement would still allow the employer to meet business needs.

The employer must then discuss the request in good faith. The discussion can take place in person or over the telephone. During the discussion, either party may propose alternatives to the arrangement requested.

**The employer has the duty to consider in good faith whether the requested arrangement could be granted in a manner that is not inconsistent with its business operations or its legal or contractual obligations.** The law identifies several factors the employer may consider: (1) the burden of additional costs; (2) the effect on aggregate employee morale; (3) the effect on ability to meet consumer demand; (4) an inability to reorganize work among existing staff; (5) an inability to recruit additional staff; (6) a detrimental impact on business quality or performance; (7) an insufficiency of work during periods employee proposes to work; and (8) planned structural changes to the business.

The law **requires employers to notify employees of their decision**. If the request was submitted in writing, the employer must state any complete or partial denial of the request in writing.

The law does not change existing legal rights of employers and employees to create, terminate, or modify flexible working arrangements. Instead it provides the framework for meaningful dialogue about whether such arrangements would work for both parties.

## EQUAL PAY

**Vermont employees have the right to equal pay for equal work.**

In 2002 Vermont adopted an equal pay law, the Equal Pay Act, and strengthened its provisions in 2013. The law applies to any employer, employment agency, labor organization, or any person seeking Vermont employees.

The law says **it is illegal to pay wages to employees of one sex at a rate less than the rate paid to employees of the other sex for equal work that requires equal, but not identical, skill, effort, and responsibility, and is performed under similar working conditions.**

Employees can be paid different wages when the difference is a result of: (1) a seniority system; (2) a merit system; (3) a system in which earnings are based on quantity or quality of production; or (4) a bona fide factor other than sex, provided: (a) it does not perpetuate a sex-based differential in compensation; (b) it is job related with the respect to the position in question; and (c) is based upon a legitimate business consideration.

## What To Do If You Suspect Pay Discrimination

**Write Down What Happened.** Were you offered a lower starting salary, or did you discover that you are being paid less than a co-worker? Were you disciplined or discharged because you disclosed your wage to a co-worker?

**Find Out How Others Have Been Treated At Your Workplace.** Share information with co-workers on ways to improve pay, benefits, promotion opportunities, work schedules and other working conditions.

## WAGE DISCLOSURE

**Vermont employees have the right to disclose and discuss their wages and inquire about and discuss the wages of others.**

In 2005 Vermont adopted a Wage Disclosure Law and strengthened it in 2013. The law says **employees can disclose their own wages and inquire about and discuss others' wages without fear of discipline, discharge, or retaliation.**

**Employers cannot require employees to sign a wage non-disclosure agreement** or otherwise prevent them from disclosing their own wages, inquiring about others' wages, or discussing wages in general.

Unless otherwise required by law, Human Resources managers may be prohibited from disclosing the wages of other employees.

**Talk To Your Employer.** Check your employee handbook for procedures for filing a grievance or resolving a problem. Put your complaint in writing.

**Decide Whether To File A Charge.** The Vermont Attorney General has the authority to investigate complaints of wage discrimination and to seek civil penalties and damages from employers who violate the equal pay law. The Human Rights Commission has the same authority for state government employees. See Resources section for more information.



## FAIR TREATMENT FOR PREGNANT WORKERS

**Pregnant employees have federal and state protections.**

Protections for pregnant workers may arise under several federal laws, including the Pregnancy Discrimination Act (PDA), the Family and Medical Leave Act (FMLA), and in some instances, the Americans with Disabilities Act (ADA). Protections may also arise under state laws, including Vermont's Parental and Family Leave Act (PFLA), and Vermont's Fair Employment Practices Act (FEPA).

Both the PDA and FEPA **forbid employers from acting upon mere assumptions about what types of jobs a pregnant woman is capable of performing. In addition, they cannot refuse to hire a pregnant woman and cannot fire a pregnant woman who is able to perform the major functions of her job.** Both laws provide that if a woman is temporarily unable to perform her job due to a medical condition related to pregnancy or childbirth, the **employer must make accommodations for her if it has done so with other temporarily disabled employees.** For example, the employer

may have to provide light duty, alternative assignments, disability leave, or unpaid leave to pregnant employees if it does so for other temporarily disabled employees.

Under the FMLA and PFLA, **covered employers must provide 12 weeks of unpaid leave and job protection** for certain workers for pregnancy, the birth or adoption of a child, and some medical appointments.

Finally, although pregnancy itself is not a covered "disability" within the meaning of the ADA or FEPA, **certain pregnancy-related conditions, such as gestational diabetes or preeclampsia, may be so serious that they are considered protected disabilities.** In such cases, employees cannot face discrimination for having such disabilities, and employers may have to provide a reasonable accommodation (such as leave or modifications that enable an employee to perform her job) for the disabilities, absent undue hardship for the business.

## LACTATION ACCOMMODATIONS

**Vermont employees have the right to request time and space to express breast milk at work.**

Both Vermont state labor law and the federal Fair Labor Standards Act (FLSA) provide protections for working mothers and their nursing children, **including time, either paid or unpaid, throughout the day for the employee to express breast milk, and a private space that is not a bathroom in which to do so.** An employer may be exempted from provisions of this law if providing the time or space would substantially disrupt the employer's operations.

## ANTI-RETALIATION

**Vermont employees now have stronger protections against employer discipline, discharge, or retaliation when exercising these fair employment and leave rights.**

Employees may not face retaliation for exercising, or attempting to exercise, their rights (such as disclosing their wages or asking for statutory leave) opposing unlawful employment practices, lodging complaints of unlawful practices, or cooperating in investigations of such complaints. In addition, employees may not face retaliation merely because the employer believes they are about to engage in any of these legally-protected activities.

## FAMILY/MEDICAL LEAVE

**Many Vermont employees are entitled to take up to 12 weeks of job-protected leave to care for a new child (parental leave) or when a serious health condition affects them or a family member (family/medical leave).**

These protections are provided by Vermont's Parental and Family Leave Act (PFLA) and, for those working for larger employers, the federal Family and Medical Leave Act (FMLA).

The PFLA's parental leave provisions apply to employers with 10 or more employees who average at least 30 hours' work per week; its family/medical leave provisions apply to employers with 15 or more employees who average at least 30 hours' work per week. To be eligible, these employees must have worked continuously at least one year at an average of 30 hours per week.

The federal FMLA's provisions apply to government employers and to businesses with 50 or more workers within a 75 mile radius.

Employees may take leave intermittently in some cases. They are entitled to maintain existing level of benefits, but may be required to contribute to those costs. They are not entitled to earn vacation time while on leave. Employees may choose to use up to six weeks of sick leave, vacation time or any other accrued paid time during the leave. Use of paid leave does not extend overall leave entitlement.

## Resources Learn More or Get Help

**Vermont Attorney General's Civil Rights Unit**  
888-745-9195 / Enforces state laws prohibiting discrimination in employment.

**Equal Employment Opportunity Commission**  
800-669-4000 / Enforces federal laws prohibiting employment discrimination.

**Human Rights Commission**  
800-416-2010 / Enforces civil rights laws relating to housing, public accommodations and state government employment.

VT Commission on Women

With few exceptions, employees returning from leave must be offered their former position or a comparable job with equal pay, benefits, seniority, etc.

Employees should provide advance written notice of their request for leave when possible and should indicate how long they think the leave will last. Employers may seek certification regarding medical leave from a health care provider.

## SHORT TERM FAMILY LEAVE

**Vermont employees covered by the PFLA's family and medical leave provisions are entitled to take short term family leave of up to 4 hours of unpaid leave in any 30-day period (but not more than 24 hours in any 12-month period).**

This leave is: (1) for participation in preschool or school activities related to the academic advancement of your child; (2) to accompany a family member to: (a) routine medical/dental appointments, or (b) other appointments for professional services related to their care and well-being. In most cases, employees should give at least 7 days' advance written notice.

## Leave Fact Sheets:

**PFLA from the Vermont Department of Labor**  
[labor.vermont.gov/Portals/0/Wage%20Hour/WH-14%20Parental%20Family%20Leave%20Poster.pdf](http://labor.vermont.gov/Portals/0/Wage%20Hour/WH-14%20Parental%20Family%20Leave%20Poster.pdf)

**FMLA from the U.S. Department of Labor**  
[dol.gov/whd/regs/compliance/whdfs28.htm](http://dol.gov/whd/regs/compliance/whdfs28.htm)

### **Vermont Commission on Women**

800-881-1561 / Provides publications on specific topics like nursing mothers, family leave, employment rights, and provides information and referrals to Vermonters.

### **Vermont Department of Labor, Wage and Hour Division**

802-828-0267 / Provides information on wage and employment related issues and attempts to settle employer/employee wage disputes to the satisfaction of all parties.

### **Federal Department of Labor, Women's Bureau**

800-518-3585 / Empowers all working women to achieve economic security.



# Important Workplace Laws Vermont Employers Should Know



*Vermont passed new laws and strengthened old ones to protect workers' rights to equal pay, requests for flexible working arrangements, wage disclosure, and more. Learn about these rights and responsibilities and where to go for more information or help.*

## FLEXIBLE WORKING ARRANGEMENTS

**Vermont employees have the right to request flexible working arrangements and employers must discuss and consider these requests.**



The new law applies to all Vermont employees and gives them the **right to request** a flexible working arrangement for any reason and requires employers to discuss and consider such requests at least twice per calendar year.

The law does not dictate which requests must be granted, but instead provides a framework for a meaningful workplace dialogue. Importantly, **the law also protects employees who seek such arrangements from retaliation or discrimination.**

The law defines "flexible working arrangement" as **"intermediate or long-term changes in the employee's regular working arrangements, including changes in the number of days or hours worked, changes in the time the employee arrives at or departs from work, work from home, or job-sharing."**

This new law doesn't apply to other forms of leave, such as parental or family leave, accommodations for disabilities, or workers' compensation injuries. The law does not diminish rights set forth in labor contracts. It also doesn't apply to routine shift scheduling or vacation requests.

Employees may make the request verbally or in writing. The request should be as specific as possible, and employees should be prepared to discuss how the arrangement would still allow the employer to meet business needs.

The employer must then discuss the request in good faith. The discussion can take place in person or over the telephone. During the discussion, either party may propose alternatives to the arrangement requested.

**The employer has the duty to consider in good faith whether the requested arrangement could be granted in a way that doesn't interfere with business operations or legal or contractual obligations.** The law identifies several factors the employer may consider: (1) burden of additional costs; (2) effect on aggregate employee morale; (3) ability to meet consumer demand; (4) inability to reorganize work among existing staff; (5) inability to recruit additional staff; (6) detrimental impact on business quality or performance; (7) an insufficiency of work during periods employee proposes to work; and (8) planned structural changes to the business.

**The law requires employers to notify employees of their decision. If the request was submitted in writing, the employer must state any complete or partial denial of the request in writing.**

The law does not change existing legal rights of employers and employees to create, terminate, or modify flexible working arrangements. Instead it provides the framework for meaningful dialogue about whether such arrangements would work for both parties.



# Business Case Studies

## Flexible Working Arrangements

**MASCOMA SAVINGS BANK, White River Jct., federal savings bank, mutually owned, 215 employees**

**Offers:** Job sharing.

**Duration:** 3 years.

**Inspiration:** Employees asked, initiated by young mothers who work for the bank. The bank has great employees and we did not want to lose them, in addition it works for that department.

**Benefits:** It has allowed employees to be more productive, has a positive effect on the bank's bottom line, and there is no turn over.

**Challenges:** There have been no challenges.

**Advice:** Employers should make sure the positions truly can accommodate flexible arrangements and that it does not affect customer service, especially considering that when working at a bank, customer service is first priority.

**NORTHEASTERN VERMONT REGIONAL HOSPITAL, St. Johnsbury, hospital, 560 employees**

**Offers:** Flexible work schedules, job sharing and some work-from-home options.

**Duration:** Evolving over the last decade.

**Inspiration:** Employee requests.

**Benefits:** Increased independence and cohesion of employee teams to work together to self-schedule (with supervisor oversight). Increased productivity with reduced time to complete tasks. It's required that a flexible schedule does not increase salary expense or overtime costs. Happier employees!

**Challenges:** Not a challenge, just a fact. Some positions are more traditional and must

be on-site at certain hours. Some examples: food service, custodial and housekeeping. Some requests may take more time and energy to fashion a schedule that satisfies supervisors, employees and the budget. An example: Filling what had been a full-time position with two part-time positions.

**Advice:** Create a trial period to be sure it will work for everyone involved. Set a check-in date with the expectation that there may need to be adjustments.

**THE BOUTIQUE / STOWE MERCANTILE, Stowe, retail, 15 employees**

**Offers:** Flexible work arrangements.

**Duration:** 25 years.

**Inspiration:** I recognize that everyone has conflicting responsibilities and schedules, it's just how life is, and I do my best to help our staff meet their other needs outside of work. It is very important to our company that employees know that they are part of a team and their needs and wants outside of work matter to us. Many go above and beyond showing their appreciation in return. If it had not been for a flexible schedule when I was hired at Stowe Mercantile, I would not have been able to achieve what I have today: running two businesses and starting my own company.

**Benefits:** Less turnover, less disciplinary issues and less "behind the scenes" talk and disruptive behavior.

**Challenges:** Keeping ours stores open every day while accommodating our staff and getting staff to commit to the schedule they request.

**Advice:** We have made changes in the initial hiring process of the company. In our employment application, we added questions pertaining to the applicants needs and wants for scheduling.

## WAGE DISCLOSURE

**Vermont employees have the right to disclose and discuss their wages and inquire about and discuss the wages of others.**

In 2005 Vermont adopted a Wage Disclosure Law and strengthened it in 2013. The law says **employees can disclose their own wages and inquire about and discuss others' wages without fear of discipline, discharge, or retaliation.**

**Employers cannot require employees to sign a wage non-disclosure agreement** or otherwise prevent them from disclosing their own wages, inquiring about others' wages, or discussing wages in general.

Unless otherwise required by law, Human Resources managers may be prohibited from disclosing the wages of other employees.

## EQUAL PAY

**Vermont employees have the right to equal pay for equal work.**

In 2002 Vermont adopted an equal pay law, the Equal Pay Act, and strengthened its provisions in 2013. The law applies to any employer, employment agency, labor organization, or any person seeking Vermont employees.

The law says **it is illegal to pay wages to employees of one sex at a rate less than the rate paid to employees of the other sex for equal work that requires equal, but not identical, skill, effort, and responsibility, and is performed under similar working conditions.**

Employees can be paid different wages when the difference is a result of: (1) a seniority system; (2) a merit system; (3) a system in which earnings are based on quantity or quality of production; or (4) a bona fide factor other than sex, provided: (a) it does not perpetuate a sex-based differential in compensation; (b) it is job related with the respect to the position in question; and (c) is based upon a legitimate business consideration.

## Equal Pay Self-Audit For Employers

**1. Job Descriptions:** Are there clear and concise job descriptions with performance standards? Job descriptions should encompass these areas:

*Skill* – What skills are required to perform the job? Skills can be measured by factors such as experience, ability, education, and training.

*Effort* – The physical and/or mental effort needed to perform the job.

*Responsibility* – The degree of accountability required in performing a job.

*Working Conditions* – Do the working conditions require extra skill, effort, or responsibility?

Remember that job titles are not as important as job content when it comes to determining whether the jobs are equal.

**2. Compensation:** What is the relationship between wage rates and job description?

Is there a performance rating system, with measurable criteria, that differentiates between levels of performance?

Is there openness with employees about compensation?

Are job openings and salary ranges posted in the workplace?

**3. Evaluation:** Is there an employee evaluation system based on stated goals and performance standards?

How is the evaluation system applied?

Is everyone included?

Is there a regular schedule for evaluations?

**4. Awards:** Is there an awards, benefits, and merit system?

Is it based on stated principles?

How is it applied? How often? Who is eligible?

**5. Training:** Are managers/supervisors trained in assessment of work performance and company policy on wages?

**6. Opportunities:** Are there opportunities for advancement and professional development?

How are employees selected for training, development, and promotion opportunities?

Are merit raises or bonuses based on objective criteria?

Are all employees given equal opportunity to earn merit raises or bonuses?

When employees advance, how does their pay compare with others doing the same work?

*From Ten Steps to An Equal Pay Self-Audit for Employers, U.S. Department of Labor, Women's Bureau*



## FAIR TREATMENT FOR PREGNANT WORKERS

### Pregnant employees have federal and state protections.

Protections for pregnant workers may arise under several federal laws, including the Pregnancy Discrimination Act (PDA), the Family and Medical Leave Act (FMLA), and in some instances, the Americans with Disabilities Act (ADA). Protections may also arise under state laws, including Vermont's Parental and Family Leave Act (PFLA), and Vermont's Fair Employment Practices Act (FEPA).

Both the PDA and FEPA **forbid employers from acting upon mere assumptions about what types of jobs a pregnant woman is capable of performing. In addition, they cannot refuse to hire a pregnant woman and cannot fire a pregnant woman who is able to perform the major functions of her job.** Both laws provide that if a woman is temporarily unable to perform her job due to a medical condition related to pregnancy or childbirth, the **employer must make accommodations for her if it has done so with other temporarily disabled employees.** For example, the employer

may have to provide light duty, alternative assignments, disability leave, or unpaid leave to pregnant employees if it does so for other temporarily disabled employees.

Under the FMLA and PFLA, **covered employers must provide 12 weeks of unpaid leave and job protection** for certain workers for pregnancy, the birth or adoption of a child, and some medical appointments.

Finally, although pregnancy itself is not a covered "disability" within the meaning of the ADA or FEPA, **certain pregnancy-related conditions, such as gestational diabetes or preeclampsia, may be so serious that they are considered protected disabilities.** In such cases, employees cannot face discrimination for having such disabilities, and employers may have to provide a reasonable accommodation (such as leave or modifications that enable an employee to perform her job) for the disabilities, absent undue hardship for the business.

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the leave. Use of paid leave does not extend overall leave entitlement. With few exceptions, employees returning from leave must be offered their former position or a comparable job with equal pay, benefits, seniority, etc.

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**Federal Department of Labor, Women's Bureau**  
800-518-3585 / Empowers all working women to achieve economic security.



Pat Nowak, Parliamentarian

Pat helps our organization conduct our meeting properly.

Per VT BPW By-Laws **ARTICLE XIX: PARLIAMENTARY AUTHORITY**

The rules of Parliamentary procedure comprised in the current Roberts Rules of Order Newly Revised shall govern all proceedings of the State Federation, the Board of Directors and the Executive committee, subject to special rules as have been or may be adopted. The maker of a motion and the second must be from different Local Organizations



Lisa Grunewald, Historian

Please forward information for Lisa [mlg1@aol.com](mailto:mlg1@aol.com) for this years scrapbook.

Per VT BPW By-Laws **ARTICLE XVI: STANDING COMMITTEES**

**Section 8.** It shall be the duty of the Historian's committee to keep safely up to date history of the Federation and to add yearly briefs on each year's activities and see that all historical materials be passed on to future Historians. The Historian prepares the annual President's scrapbook.



Gina Clark, Newsletter

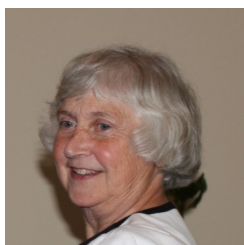
Next newsletter deadline is 1/10/14. Forward your reports to [ginaclark192@comcast.net](mailto:ginaclark192@comcast.net). You can still purchase an ad.

**ARTICLE XVIII: STATE PUBLICATION**

**Section 1.** The Vermont Federation shall publish an official publication.

**Section 2.** The Editor of the State publication shall be appointed by the President with the approval of the duly elected officers and be a member of the Board of Directors.

**Section 3.** All funds relative to the state publication shall be handled through the office of the State Treasurer



Donna Heath. Immediate Past President & Finance Chair

**In addition to being BPW/VT's Immediate Past President, Donna has stepped up to the plate to serve as Finance Chair.**

**ARTICLE XVI: STANDING COMMITTEES**

**Section 6.** The Finance committee shall be composed of a chair and two members. The finance chair shall serve as member ex-officio, without vote, on all committees whose programs require expenditures of monies. It shall be the duty of the finance committee to prepare an annual budget for the State Federation, to have general supervision of all expenditures and to assist Local Organizations in developing a sound financial policy.



**Vermont Federation of Business & Professional Women**

**2013 Fall Board Conference Meeting**

**Minutes of Meeting**

**Date:** October 12, 2013

**Location:** Comfort Inn

St. Johnsbury, Vermont

Staci Smith welcomed everyone and introduced the speaker, Ann Traverso-Moore, Assistant Director for Recruitment and Admissions at Springfield College School of Human Services. Ann spoke on the topic of "Effective Collaboration" and had everyone breakup into smaller groups to work on an exercise relating her topic to our organization.

**Call to Order:** Staci Smith, President, called the business meeting to order at 10:30 a.m.

**Flag Salute** led by Amanda Thomas

**Collect** led by Donna Heath

**Roll Call:** Deborah Williams, Secretary, took roll and a quorum was met.

Diane Brockway was representing Carina Parrow of Champlain Valley; Barbara Swinton was representing Stephanie Hainley of Burlington; and Pearl Gilbert was acting Parliamentarian in place of Pat Nowak.

**Members Present:** Staci Smith, Amanda Thomas, Deborah Williams, Gina Clark, Alice Kitchel, Pearl Gilbert, Donna Heath, Kim Bina, Lou DiLorenzo, Laurie Beth Putnam, Reneé Kilroy, Jacqui Hood-Lefebvre, Ellie Smith, Barbara Swinton, Lisa Grunewald, Marilyn Grunewald, Danielle Martel and Diane Brockway.

**Guests:** None

**Old and New Business:**

Staci Smith stated she did not email the Vermont Working Woman newsletter because it is now available on the State website; hard copies were available at the meeting and Staci mentioned the Local Reports are in the newsletter except for Champlain Valley, which Diane Brockway just handed out.

Donna Heath reviewed the Finance Chair Report she handed out. The audit for 2012-2013 was completed by Lucille Winsor and the books were transferred to our new Treasurer, Gina Clark. The 501(c)(3) application for VT/BPW was submitted to the IRS but no response has been received as yet. A discussion was held on directors and officers insurance and the quotes received; it was decided since we currently do not have any documentation of non-profit status at the State level, Donna Heath and Gina Clark will look into whether or not we can proceed with obtaining the insurance at this time.

Gina Clark reviewed the July-September 2013 Profit & Loss Statement and the 9/30/13 Balance Sheet she handed out. Gina noted that the dues from St Johnsbury and Westshire are not reflected on the report since they were received after 9/30/13. Danielle Martel asked about what we are doing with the \$40,000 balance in the account. Staci Smith said the money will be used for programs and for promoting ourselves.

Staci Smith raised the question of whether the state convention account should continue under the purview of the convention chair or be handled by the treasurer; after discussion the following motion was

*Motion:* Jacqui Hood-Lefebvre, Franklin County BPW, moved to keep the convention finances under local control via the State President and Convention Chair; seconded by Lou DiLorenzo, Westshire BPW. Motion Carried with Gina Clark abstaining.

Staci Smith raised the question about whether we need to require two signatures on checks written at the State Level or whether we can continue as is with two signors but only one signature; after discussing, 'no change/continue as is' was decided by a show of hands.

Staci Smith announced that the new State website was up and running and she reviewed what was covered in the website. The website address is: [www.vermontbpw.org](http://www.vermontbpw.org).

By-laws: Ellie Smith, By-Laws Chair, reported that Champlain Valley, Burlington and Westshire still need to update their by-laws to be in compliance with the State by-laws.

Staci Smith suggested for consideration the following changes to the by-laws: 1) should the state donation policy be added to the by-laws or be a guideline; after discussion it was decided it should just be added to our guidelines and not the by-laws; 2) current by-laws state the Nominating Committee is chosen at the Post-Convention meeting and she would like to change to have the committee elected during the general meeting; everyone agreed this change made sense; 3) bonding language should be changed since we are not providing it.

Ellie Smith reminded everyone that any changes to the by-laws must be warned therefore the changes will have to go out with the Call to Convention; the changes will be voted on at convention and will require a two-thirds vote of approval. Ellie Smith and Donna Heath agreed to work with Staci on these changes. Staci gave her notes to Ellie and told Donna she will email her a copy.

Staci Smith mentioned that the photographer who was supposed to take the photos at convention apologized for forgetting and offered to edit at no cost the photos we took. Unfortunately that same weekend the photographer's husband died so getting the photos done has been a slow process. Staci said she will email each local their group shot. The convention picture of everyone is on the state website and Facebook page.

Gina Clark reminded everyone the cost for ads in the Vermont Working Woman newsletter is \$10.

Staci Smith brought up the subject of the need for new flag stands. After a brief discussion the following motion was made:

*Motion:* Lou DiLorenzo, Westshire BPW, moved that we approve buying three new flag stands for our flags as well as the material needed to make the emblems stick; seconded by Danielle Martel, Franklin County BPW. Motion Carried.

Staci Smith asked Diane Brockway to obtain a New York State flag for use in our state ceremonies. Diane indicated she thought she had a resource where she could obtain one at no cost.

*Motion:* Amanda Thomas, Champlain Valley BPW, moved that if a New York state flag cannot be obtained for free that we approve buying one; seconded by Reneé Kilroy, St Johnsbury BPW. Motion carried.

Staci Smith asked Legislative Chair Reneé Kilroy to also obtain an equal pay day proclamation for New York as well as Vermont.

Regarding IDP, Staci Smith asked Donna Heath to offer our IDP Program to the Lyndon State College Veterans Program.

Staci Smith said she had received one nomination for the Alice Paul Award and that she will present the award this year at annual convention. Staci suggested changing our guidelines to state that the award will be presented at annual convention.

The deadlines for all awards were reviewed.

The state Facebook page is: BPW/Vermont.

Jacqui Hood-Lefebvre mentioned that the New England BPW Past State Presidents group is fundraising for the regional YC and IDP programs and that she had tickets to sell for anyone who might be interested.

Laurie Beth Putnam mentioned that there were two participants in the regional IDP.

Marilyn Grunewald mentioned that Franklin County BPW was hosting a Women's Expo next Sunday, 10/20/13; admission is free and everyone was invited to attend. Staci Smith handed out brochures on the organization EPW (Enterprising & Professional Women which she said is also affiliated with BPW International). Staci indicated she would like to see us perhaps collaborate with EPW to gain more exposure and more programming. Kim Bina said EPW was discussed at the New England BPW Past State Presidents meeting. Staci said she will do more research on this topic.

Meeting adjourned at 12:00 noon.

Respectfully submitted,

Deborah Williams, Secretary



Burlington BPW V.P. Miriam Boyle and Pres. Stephanie Hainley following the presentation of the 2013 Woman of the Year award to Stephanie!



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# FRANKLIN COUNTY WOMEN'S

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## Yes We Can Expo



Left to right- Hope Bockus, Lisa Callan, Marilyn Grunewald, Danielle Martel and Denise Smith, (organizing committee)

The first ever Franklin County Women's 'We Can' Expo was held at the St. Albans Historical Museum. The purpose of the day was to bring together successful women and aspiring women to enable the many talented Women of Franklin and Grande Isle Counties to come together to discuss opportunities, resources, and challenges. According to Marilyn Grunewald, Committee Chair "It was a huge success and next years event will be even better."

Our 17 *sponsors provided participants with opportunities to learn information about their services and products.* Peter Boynton, and Regina Darmoni of Timely Transformations, kicked the day-long event off with a motivating presentation with an emphasis on "We Can!". The workshops which gave everyone a chance to branch out and learn something new included *Branding Yourself and your Business, Hope Backus, Website Selection and Design, Sarah Spencer and Leadership Development, Marilyn Grunewald and Denise Smith and Finance Issues for Women, Corina Belle Isle.* The vendor tables packed the space, and the lunchtime panel was informative and inspiring. Panel participants, included Jennifer Bright, Sandy Myotte, Jill Berry Bowen, Denise Smith, Amanda Liesse A special thanks to Mayor Gamache for moderating.

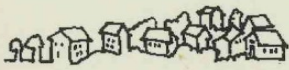
*Miss Vermont, 2013, Jeanelle Achee and Miss Vermont Outstanding Teen 2013, Chloe Johnson attended the Expo to share the outstanding opportunities provided to young women participating in the Miss Vermont Scholarship Organization (MVSO).* The Mission of the Not-for-Profit Miss Vermont Scholarship Organization, Inc. is to provide scholarships to young women of Vermont while coaching their leadership skills, mentoring their participation in relevant community service, enhancing their unique talents, and developing their personal confidence, grace and style. The Vermont Expo team plans to again raise money for MVSO in 2014.

Check out our website: [womenwecan.com](http://womenwecan.com), and like us on Facebook!



More on BPW/VT  
Facebook page





**NeighborWorks®**  
OF WESTERN VERMONT

**Kimberley Bina**

Mortgage Specialist



Equal Housing Lender

VT195903

Rutland West Neighborhood Housing Services, Inc.  
d/b/a NeighborWorks of Western Vermont #6200

110 Marble Street  
West Rutland, VT 05777

Phone: 802-438-2303 ext.216

Fax: 802-438-2214

Email: kbina@nwwvt.org

web: www.nwwvt.org



» SILPADA

Live Life in *Style*

**Vicky Sinagra**

Independent Representative

mysilpada.com/vicky.sinagra  
vickysinagra@yahoo.com

Cell 802-355-1162

Home 802-527-5725



Challenger Learning Center of Vermont

Jacqui C. Hood, Esq.

Telephone: (802) 893-6310

Cell Phone: (949) 400-8714

E-Mail: iacauih@comcast.net

**NOTMAN, MUEHL ASSOCIATES**

WEALTH STRATEGIES

NATHAN A. MUEHL, LUTCF

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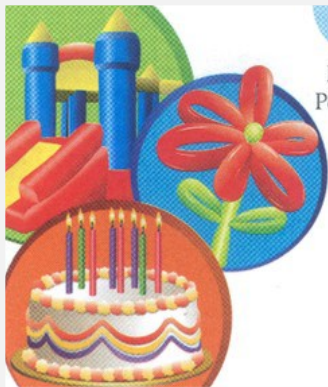
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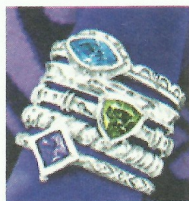
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### Mission Statement

To empower working women to achieve their full potential and to partner with employers to build successful workplaces through education, research, knowledge and policy

Women Helping Women



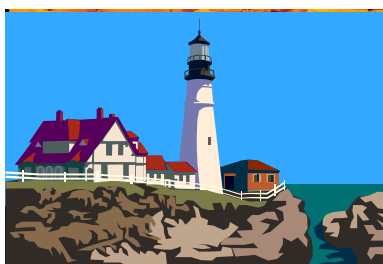
## President's Smith's Theme for 2013-2014

Ella Baker (1903-1986), a civil rights activist for over five decades, is quoted as saying, "Give people light and they will find a way". Let it be this organization

with this group of strong women and this commitment to ser-

vice who give our communities that light so that they may find their way.

Staci Smith,  
President  
BPW/VT



Lighting the Beacon