



Human Resources – Employment Law Workshop

Thursday, June 2, 2016, Montpelier, VT

About the Speakers:

Joe Damiata, Manager, Underwriting, Safety and Health Promotion

Joe joined the Vermont League of Cities and Towns (VLCT) in 2007 as Manager of Safety and Health Promotion. Today, he also oversees the day to day operations of the Underwriting Division. As Safety and Health Promotion Manager, Joe works with his staff of five to develop programs and provide services that will help Vermont Municipalities control their losses. As Underwriting Manager, Joe works with his staff of five to provide customized coverage and limits at a competitive price for Vermont Municipalities.

Prior to joining VLCT he was the Safety Manager at Ben & Jerry's, Waterbury manufacturing facility. Before Ben & Jerry's he held a similar title at the University of Vermont (UVM) and prior to UVM he was in Loss Control at Berkley Administrators of Connecticut.

Joe graduated from Keene State College with a bachelor's degree in Safety Studies and was a member of Rho Sigma Kappa National Honors Society.

Jill Muhr, Human Resources Consultant, VLCT

Jill re-joined VLCT as Human Resources Consultant in October, 2015 after managing VLCT's internal human resources (HR) from 1999-2009. Jill currently facilitates the Municipal Assistance Center's new Human Resources Assistance Program. Jill's experience includes time as Director of HR at Goddard College, and Director of Operations at HRSentry. Her initial immersion into the HR field was at Coopers & Lybrand, which later merged to become Price Waterhouse Coopers. Jill has a BS degree in Business Administration from the University of Delaware and a post-graduate certificate in HR from New York University. She serves on the board of directors of ReSOURCE (which serves the Burlington, Barre and Hyde Park/Morrisville communities) and on the Montpelier advisory committee of CarShare Vermont.

Kerin Stackpole, Attorney, SPHR Director, Paul, Frank, + Collins

Kerin is Counsel at Paul Frank + Collins P.C., where her practice areas include employment law, business counseling and general civil litigation. A native of Burlington, Vermont, Kerin is admitted to practice law in Vermont, Maryland and the District of Columbia. Kerin is an honors graduate of the Washington College of Law, American University and of Wheaton College, Norton, Massachusetts. Before returning to Vermont, Kerin practiced law in Washington, D.C., concentrating in employment and business law. She has been involved in litigation on a wide range of employment and business law issues.

In addition to practicing law, Kerin also teaches. She has taught at the law schools of Catholic University of America, The American University, as well as at the University of Vermont and Champlain College. She has also lectured at Georgetown University's law school. She also regularly designs and presents training programs for businesses and management personnel on employment law issues.

Kerin was the Chair of the Employment Law Section of the Vermont Bar Association from 2000 until 2004 and in 2008 she received her certification as a Senior Professional in Human Resources. In 2009 and 2010, Kerin was recognized as one of Vermont's top labor and employment attorneys by Chambers & Partners (USA); and in 2011 and 2012, she was also recognized by her peers for achievement in employment and labor law by Best Lawyers of America.

Myra Handy, M.S.W. Clinical Operations Manager, Invest EAP

Myra Handy manages Clinical Operations for Invest Employee Assistance Program. She coordinates clinical coverage and crisis response, and she facilitates Critical Incident Stress Debriefings following workplace traumatic incidents. Myra provides Management Consultations as well as Supervisory EAP Trainings and workplace workshops for organizations throughout Vermont and beyond. In addition, she is the EAP Account Manager for two of Vermont's largest employers.

Ken Canning, CPCU, Director, Risk Management Services, VLCT

Ken leads the VLCT Risk Management Services Department in operating VLCT's two member-owned and governed Trusts, the Property and Casualty Intermunicipal Fund (PACIF) and the VLCT Employment Resource and Benefits Trust (VERB) where he supervises a staff of twenty-six employees and numerous vendor relationships in meeting the needs of member municipalities.

Ken has over 25 years' experience in the insurance industry having served many years on the commercial side working for Liberty Mutual, Acadia Insurance and Vermont Mutual; and more than eight years on the non-profit, municipal self-insurance side with VLCT. Ken attended Boston public schools, earned a BA in Economics from Boston University, has served on the Boards of Directors of the Marlborough (Massachusetts) Chamber of Commerce and the North Country Union High School (Newport, Vermont), respectively, and currently serves on the National League of Cities Risk Information Sharing Consortium (NLC-RISC.) Board of Directors.

Ken is a Past President of the CPCU Society Vermont Chapter and Past Master of the Free and Accepted Masons of Vermont, Memphremagog Lodge #65. Ken is currently the Potentate of Mount Sinai Shriners #3 in Montpelier. Ken lives in Burlington and enjoys a healthy work/life balance.

David Sichel, Deputy Director, Risk Management Services, VLCT

David is currently the Deputy Director of Risk Management Services at the Vermont League of Cities and Towns. In this position he works with the League's two self-insurance programs, which provide coverage to Vermont municipalities for property, liability, workers' compensation, health, employee benefits, and unemployment. David has worked for VLCT since 1988 in a variety of insurance trust positions. Prior to coming to VLCT David worked in municipal government for ten years in Vermont and Ohio. As a municipal official David served on the founding board of the VLCT Property and Casualty Intermunicipal Fund. David received his Bachelor of Arts and Master of Public Policy degrees

from the University of Michigan where he graduated with distinction. He serves on the Board of the National League of Cities Mutual Insurance Company and has served on the Board for the National League of Cities Risk Information Sharing Consortium.

Peggy Tucker, AIC, CPIW, Manager, Workers' Compensation Claims, VLCT

Peggy has worked in the insurance field for more than thirty years, at VLCT since 2009 and in agency, commercial carrier, and third-party administrative settings before that. In addition to overseeing the day-to-day work of PACIF's four workers' compensation adjusters (who collectively handle approximately 300 open active claims and 600 new claims each year), Peggy manages vendor relationships, periodically reviews open claims, and collaborates with PACIF's Loss Control Supervisor to support members in curtailing their workers' compensation costs. Peggy lives in Williston and enjoys cooking and spending time with her six grandchildren.

Wesley Lawrence, Attorney, Theriault & Joslin, P.C.

Well in to his second decade in Vermont practice, Wesley Lawrence joined the Firm in 2012 as a shareholder, bringing with him a wealth of experience in insurance defense, primarily in Workers' Compensation, which he continues to devote the bulk of his practice. Mr. Lawrence serves as an Acting Judge, presiding over small claims trials in the Vermont Superior Court.

In addition, Mr. Lawrence was named as Board Counsel to the Vermont Liquor Control Board in early 2013 after a lengthy, competitive application and interview process. He advises the Board on all legal issues associated with the production, distribution and sale of alcohol in the State.

An avid horse racing fan, he attends the Kentucky Derby each year.

Elizabeth Rattigan, Attorney, Downs, Rachlin, and Martin

For twenty years, Beth Rattigan has focused her practice in the areas of employment law, labor law, and commercial litigation in Vermont and New Hampshire. It is this concentrated experience that enables Beth to guide her clients around obstacles before they even manifest and to resolve conflict when it finally arises. In her employment practice, Beth regularly defends employers in federal and state court matters such as wrongful discharge and discrimination claims. She provides advice and training to management regarding employment law compliance and human resource issues including hiring, discipline, termination, reductions in force, wage and hour practices, investigations, sexual harassment, employee relations, employee training, personnel policies and employment agreements.

Beth also represents businesses in litigation matters including commercial disputes, contracts, unfair competition, non-compete agreements, trade secrets and insurance litigation.

Aaron Frank, Deputy Town Manager and Chief Financial Officer, Town of Colchester

Aaron Frank has worked for cities, towns, and regional government since 1989 in operations management and leadership roles. He has worked in the fields of solid waste, transportation, and general purpose government. Since 2013 Aaron has served as Deputy Town Manager for the Town of Colchester. During his tenure in Colchester, he has worked to: re-aligning staffing to meet evolving needs at lower cost, reduce property taxes by 5% through implementation of a local option tax,

increase non-tax revenues by 5%, and find over \$2.5 million in improved operating and capital efficiencies such as health care plan changes and vehicle purchases. Aaron also serves on the VLCT PACIF Board.