

**From:** Joyce M. Manchester [jmanchester@leg.state.vt.us]  
**Sent:** Thursday, February 11, 2016 1:39 PM  
**To:** Moulton, Pat  
**CC:** Noonan, Annie; Allen, Susan; Pepper, James  
**Subject:** RE: new cost estimate for H.187

Very good – thanks.

---

**From:** Moulton, Pat [mailto:Pat.Moulton@vermont.gov]  
**Sent:** Thursday, February 11, 2016 1:38 PM  
**To:** Joyce M. Manchester  
**Cc:** Noonan, Annie; Allen, Susan; Pepper, James  
**Subject:** Re: new cost estimate for H.187

And to be clear, ACCD does not see a need for an appropriation either. There will be man-hours involved in the survey both to collect and and analyze information but we don't see the need for direct appropriation.

Pat

Patricia Moulton, Secretary  
Agency of Commerce & Community Development  
One National Life Drive  
Dean C. Davis building, 6th Floor  
Montpelier, Vermont 05620-0501  
802-451-9578  
Sent from my iPhone

On Feb 11, 2016, at 12:39 PM, Joyce M. Manchester <[jmanchester@leg.state.vt.us](mailto:jmanchester@leg.state.vt.us)> wrote:

Thank you!

---

**From:** Noonan, Annie [mailto:[Annie.Noonan@vermont.gov](mailto:Annie.Noonan@vermont.gov)]  
**Sent:** Thursday, February 11, 2016 12:21 PM  
**To:** Joyce M. Manchester  
**Cc:** Moulton, Pat; Noonan, Annie; Allen, Susan; Pepper, James  
**Subject:** Re: new cost estimate for H.187

Hello, Joyce:  
The Vermont Department of Labor will either add the data fields to a current data collection/reporting document (C101), OR whatever else makes sense to us at VDOL as an effective tool and method to get the data. I am not anticipating any significant costs. VDOL does employer data collection all the time, year round.  
Annie Noonan

Anne M. Noonan

Commissioner  
Vermont Department of Labor  
802-828-4301  
email: [annie.noonan@vermont.gov](mailto:annie.noonan@vermont.gov)

On Feb 11, 2016, at 11:36 AM, "Joyce M. Manchester" <[jmanchester@leg.state.vt.us](mailto:jmanchester@leg.state.vt.us)> wrote:

I would be happy to hear from you either today or tomorrow. The current thinking is that the House could take action on Tuesday.

Thanks,  
Joyce

---

**From:** Moulton, Pat [<mailto:Pat.Moulton@vermont.gov>]  
**Sent:** Thursday, February 11, 2016 11:25 AM  
**To:** Joyce M. Manchester; Noonan, Annie  
**Subject:** RE: new cost estimate for H.187

Joyce,  
Annie and I need to chat and then we can get back to you. What is your deadline for knowing?  
Pat

PLEASE NOTE: my new email [pat.moulton@vermont.gov](mailto:pat.moulton@vermont.gov)  
Patricia Moulton, Secretary  
Agency of Commerce and Community Development  
One National Life Drive  
Deane C. Davis Bldg., 6<sup>th</sup> Floor  
Montpelier, VT 05620-0501  
802-451-9578

---

**From:** Joyce M. Manchester [<mailto:jmanchester@leg.state.vt.us>]  
**Sent:** Thursday, February 11, 2016 10:46 AM  
**To:** Noonan, Annie <[Annie.Noonan@vermont.gov](mailto:Annie.Noonan@vermont.gov)>; Moulton, Pat <[Pat.Moulton@vermont.gov](mailto:Pat.Moulton@vermont.gov)>  
**Subject:** RE: new cost estimate for H.187

Commissioner Noonan and Secretary Moulton,

Do you expect to need any appropriation to carry out the survey of Vermont employers with five or fewer employees required by the latest version of H.187? The Journal of the Senate contains the following language:

(a) The Department of Labor and the Agency of Commerce and Community Development shall conduct a survey of Vermont employers with five or fewer employees regarding the following: (1) the number of employees employed by each employer; (2) the hourly wages paid by each employer to its employees; and (3) whether each employer provides its employees with paid time off from work that satisfies the requirements of 21 V.S.A. § 482–484 as enacted pursuant to Sec. 4 of this act.

(b) The Department of Labor and the Agency of Commerce and Community Development shall, on or before January 15, 2017, report to the General Assembly regarding the results of the survey and an estimate of the total additional cost to employers with five or fewer employees of providing earned sick time pursuant the requirements of this act.

I'm working on the Fiscal Note again. Thanks for your help,  
Joyce

---

**From:** Noonan, Annie [<mailto:Annie.Noonan@vermont.gov>]  
**Sent:** Thursday, February 04, 2016 2:04 PM  
**To:** Joyce M. Manchester  
**Cc:** Noonan, Annie; Spellman, Maribeth; Cheney, Thomas S; Schwartz, Harold; Moulton, Pat; [kjmbjm@aol.com](mailto:kjmbjm@aol.com)  
**Subject:** Re: new cost estimate for H.187

In the discussion at Senate Economic Dev Committee, it was my understanding that what is expected of VDOL and ACCD is to come up with a single template, worksheet and fact-sheet/guidance document around Vermont labor law that would enable them to implement and cost out this benefit. In fact, it was discussed that there would not need to be a "program" - and that one does not exist - but rather, the expectation is that the state agencies would be "assisting" with the template, worksheet and fact-sheet.

I suspect it would involve about 2 days of communications between VDOL and ACCD staff, first to discuss and share what materials already exist; what needs to be created, and how to best distribute and share the info. We would also have to agree upon which agency handles certain questions, etc. I would likely assign one staff to this project, as I suspect Pat would too. So it would be about 32 hours worth of work for which we would not need any appropriation.

Anne M. Noonan  
Commissioner  
Vermont Department of Labor

802-828-4301

email: [annie.noonan@vermont.gov](mailto:annie.noonan@vermont.gov)

On Feb 4, 2016, at 1:20 PM, "Joyce M. Manchester"  
<[jmanchester@leg.state.vt.us](mailto:jmanchester@leg.state.vt.us)> wrote:

Commissioner Noonan and Commissioner Spellman,

Yesterday the Senate passed a few amendments to the paid leave bill. Do you have a cost estimate for the following item regarding small business planning and implementation assistance:

On or before November 15, 2017, the Commissioner of Labor and the Secretary of Commerce and Community Development shall develop and implement a program to provide employers that have five or fewer employees who are employed for an average of no less than 30 hours per week during a year with assistance related to the development of time off policies and business plans necessary to implement the requirements of this act.

I have been asked to submit a new Fiscal Note later today.

Thanks for your help,  
Joyce

Joyce Manchester  
Senior Economist  
Legislative Joint Fiscal Office  
One Baldwin Street  
Montpelier, VT 05633-5701  
802-828-3099  
[jmanchester@leg.state.vt.us](mailto:jmanchester@leg.state.vt.us)