

From: "John O'Duinn" <john@oduinn.com>
Date: Sunday, February 25, 2018 at 7:45:36 PM
To: "Alison Clarkson" <aclarkson@leg.state.vt.us>
Cc: "Matt Dunne" <matt@mattdunne.com>
Subject: Re: Remote EmployERS?

hi Alison; (and thanks Matt for the introduction)

Nice to e-meet you. As Matt mentioned, I'm wrapping up my book about distributed teams. Its a distilled summary of everything I've learned from 27+ years working in distributed companies, 12+ years leading distributed teams and 5+ years doing consulting/mentoring/coaching for companies.

I'd be happy to talk with you (or anyone on your committee) about distributed teams. This whole area is relatively new - and at least in the states and countries I've worked with, so the legislation simply has not caught up at all. This means there are many odd legalities that many "remote workers" as well as employers just live with or try to workaroud until court cases arise.

Any attempt by Vermont legislator to help cleanup those odd legalities and create incentives would encourage more remote workers to live in VT. Something I would be honored to help with. It is literally something I've never done before, so maybe we should start with a quick phone chat to figure out how I can best help?

Just let me know a few dates/times that work for you which are also PT timezone friendly and I'll make one work.

Hope you are well,
John.

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On 2/23/18 16:15, Matt Dunne wrote:

> Hey Alison,

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> With this email, I'm introducing you to John O'Duinn, one of the leading
> experts on remote work in the tech world who is just finishing a book on
> the subject.Â He would be happy to speak to the committee and would
> also be happy to brain storm some employers that might be willing as well.Â

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> Omer Trajman <otrajman@gmail.com <<mailto:otrajman@gmail.com>>> , who
> introduced me to John, lives in Norwich and is a veteran software
> executive who pushed the envelop on distributed workforce. He is now
> building a company he hopes to be entirely distributed.Â Â

>

> You may also want to chat with Trevor Crist or Pam McKensey from
> InnTopia.Â Even though they are VT companies they hire remote workers
> outside of Vermont and may have some perspective on how to encourage the

> inverse.Â Â
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> Zappos has been outspoken on pushing for remote work opportunities, but
> I don't have a contact there.Â Â
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> These sites also specifically promote remote work (largely gig economy),
> but might also have some insights.Â Â
>
> Hope this helps! John will be 10x more helpful than I am.Â Â

> Matt

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> On Wed, Feb 21, 2018 at 10:59 AM, Alison Clarkson
> <aclarkson@leg.state.vt.us <<mailto:aclarkson@leg.state.vt.us>>> wrote:

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> Dear Matt -
> Thank you for your sage advice and counsel on this Remote Workerâ€™s
> bill. I think we have a good sense of incentives for the employees
> (student loan forgiveness, moving costs, housing rehab help). But we
> really need help hearing from even just one EmployER. Michael
> Sirotkin really wants to hear what are meaningful incentives for an
> employER.
> Becca and I spoke with VCETâ€™s David Bradbury - and he wasnâ€™t
> able to identify an employER for us to talk with.
> XX Alison

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> Alison Clarkson
> Vermont State Senator
> Windsor County District

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> *From: *"Matt Dunne" <matt@mattdunne.com <<mailto:matt@mattdunne.com>>>
> *Date:* Thursday, February 15, 2018 at 6:34:19 PM
> *To: *"Alison Clarkson" <aclarkson@leg.state.vt.us
> <<mailto:aclarkson@leg.state.vt.us>>>
> *Subject:* Re: Remote EmployERS?

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> So, typically this happens because someone moves and/or returns to
> Vermont and is valuable enough to the employer to let them work
> remotely, or starts as a contractor from VT and converts to full
> time.Â It is rarely a desired set up by the employer.Â I'm
> reaching out to a few companies that may be interested in doing a
> pilot with hiring people in Springfield, but still too early to
> engage and that would be in a structured environment.Â There are a
> few people who work out of VCET co-work space that are employed by
> big tech companies (including Google), but I think his official desk
> is in Mountain View, CA.Â Â

> The best bet for remote workers with the employer in mind is to
> think about it as us competing with Eastern European digital
> workers.Â Get a list of the digital skills a company would be
> willing to hire remotely at a given compensation rate, invest in
> programs that do digital skilling (and soft skill, distance work
> training) of under employed people Vermont with some talent, provide
> them with some structure/co-work space to de-risk their distance and
> then offer a company a month of free salary to work with that person
> with the understanding that they switch full time w-2 pay if it
> works well. If the state could support that kind of training and the
> first month's pay, my bet is you can get out of state businesses to
> give it a real shot. This is part of the model we are putting
> together in Springfield and support in this kind of demonstration
> project would be great.Â

>
> If you want the high paid, high skilled jobs (Bain, full stack
> programmers, etc.) you need to focus on de-risking for the employee
> side and have them move (move back).Â This would be covering
> student debt if they buy a home, subsidizing co-work space and
> excellent coffee shops in places where we need more growth, and
> delivering real broadband/wifi to the home.Â Easy ways to get to
> metro hubs will also make a big difference (faster Amtrak, flights
> to Boston from more places, Dartmouth Coach, etc.)

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> Happy to discuss further.Â

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> Matt

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> On Thu, Feb 15, 2018 at 9:57 AM, Alison Clarkson
> <aclarkson@leg.state.vt.us <<mailto:aclarkson@leg.state.vt.us>>> wrote:

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> Dear Matt -
> Do you have an idea of an EMPLOYER which employs remote workers
> OR who might be willing to hire remote workers in VT? - we need
> to ask a business what incentives might work... Or, is it
> happening organically?
> Weâ€™ve floated incentive ideas for EMPLOYEES (including loan
> forgiveness and or housing incentives) but we are stuck on
> effective incentives fo Employers.

> Alison

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>
> Alison Clarkson
> Vermont State Senator
> Windsor County District

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