

Hello,

My name is Brendon Blood. My wife Sara and I own Blood's Catering & Party Rentals in White River Jct., Vermont. We are third generation owners of our family business that was founded in 1947 by my grandfather. I do have a daughter in the business as well. She hopes to be a fourth generation owner when we retire.

As our business name implies, we do Catering and Party Rentals at many locations all around Vermont. Most of the work we do is at private locations but some events take place at corporate locations or B&B's. We do have a kitchen and office space as well as warehouse space in White River Jct., but all of our client work is performed at their choice of sites. We have no restaurant or banquet hall. In any given week we will visit 30 – 40 locations for set ups that may be small for about 10 people or college graduation tents for 2000 people.

I am asking for you to please reconsider your legislation regarding extreme temperatures and how employees work in them. The current legislation being proposed will absolutely destroy my business. I cannot tell you that I am an expert on working in cold conditions because most of what we do is outdoors in the spring, summer and fall. I can tell you that I am very knowledgeable in working in high heat and humidity in Vermont. Myself and my staff of around 50 full and part timers know what it takes to get through the day doing manual labor in the heat. I have personally been doing it for over 40 years. We have one staff member who has been doing it longer. Obviously, we don't enjoy working when it is really hot but we know how to do it and it is just second nature to us.

I would also tell you that the overwhelming majority of the people we hire are high school or college age when they start at Blood's. For some, it is a first job. I have seen how it is actually easier for them to function in the heat than it is for some of us who are closer to retirement age. This is why the younger staff typically perform our most difficult manual labor jobs.

Our staff is the absolutely most important thing to us in our business and their health cannot be taken for granted. Any legitimate business would agree with that. Everything we do is done with hands and most of the time, there is not enough of them to hire. We would never put our staff in harms way due to high heat or any other safety issue. That being said, we do not have extra staff that can fill in the gaps for staff that would have to take mandatory breaks every hour. We certainly cannot afford to send extra staff or charge last minute fees to add staff on an event. We don't have the luxury of setting up our tents during cooler hours of the day because the clients wouldn't allow it and we can't do it at night in the dark. We can't tell a bride that we can't cater her wedding on a day and time that she has dreamed about because it is too hot that day. We have to be there with a smile on our face and work through the day, just like its any other day.

We do train our staff on how to handle the heat and what to do when they feel light headed or sick. Unfortunately for us, we do use a specialized machine (like a tractor) to help us push up heavy poles and some of the other manual duties on our tent set up

sites. These tractors are an open cab concept and don't offer air conditioning but our vehicles do, so if necessary, we have a cool space to get in.

I would be happy to share more info or answer any questions you may have.

I will close by saying PLEASE DO NOT PASS THIS LEGISLATION. It will add much more cost and regulation to our business than we can handle.

Thank you for your consideration.

**Brendon Blood**  
President



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“Happiness depends upon more the internal flame of a persons own mind than on the externals of the world” – George Washington