

1 S.213

2 Representative Moran of Wardsboro moves that the House propose to the
3 Senate that the bill be amended by striking out Secs. 2 and 3 in their entirety
4 and inserting in lieu thereof the following:

5 Sec. 2. PURPOSE

6 The purpose of this act is to promote a healthy work environment by
7 ensuring that employers do not penalize employees who use
8 employer-provided sick leave.

9 Sec. 3. 21 V.S.A. § 496b is added to read:

10 § 496b. EMPLOYEE USE OF BENEFITS

11 (a) An employer, employment agency, or labor organization shall not
12 discharge or in any other manner discriminate against or penalize an employee
13 because the employee has used, or attempted to use, accrued
14 employer-provided sick leave.

15 (b) This section shall not:

16 (1) diminish any rights under this chapter or pursuant to a collective
17 bargaining agreement;

18 (2) require an employer to provide sick leave or other benefits to
19 employees; or

20 (3) prohibit the establishment and enforcement of other reasonable
21 workplace policies that relate to an employee's use of benefits, such as policies

1 addressing attendance incentives, tardiness or unexcused absences, procedures
2 for using sick leave or other benefits, or seniority calculations.

3 (c) The provisions against retaliation in subdivision 495(a)(8) of this title
4 and the penalty and enforcement provisions of section 495b of this title shall
5 apply to this section.

6 Sec. 4. EFFECTIVE DATES

7 (a) This section and Secs. 1 and 2 shall take effect on passage.

8 (b) Sec. 3 shall take effect on July 1, 2015.