

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General, Housing and Military Affairs to which was
3 referred Senate Bill No. 213 entitled “An act relating to an employee’s use of
4 benefits” respectfully reports that it has considered the same and recommends
5 that the House propose to the Senate that the bill be amended by striking out all
6 after the enacting clause and inserting in lieu thereof the following:

7 Sec. 1. EMPLOYEE USE OF BENEFITS STUDY

8 (a) Creation. There is created an Employee Use of Benefits Study
9 Committee to study the issue of no-fault employment policies.

10 (b) Membership. The Employee Use of Benefits Study Committee shall be
11 composed of the following members:

12 (1) the Commissioner of Labor or designee;

13 (2) the Attorney General or designee; and

14 (3) any members from the business or labor communities or other
15 interested parties that the members listed in subdivisions (1) and (2) of this

16 subsection mutually agree upon, not to exceed seven additional members.

17 (c) Powers and duties. The Committee shall:

18 (1) study the issue of no-fault employment policies; and

19 (2) assess how no-fault employment policies relate to an employee’s use
20 of benefits, such as policies addressing attendance incentives, tardiness or

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

3 (d) Report. On or before January 15, 2015, the Committee shall submit a
4 written report to the Senate Committee on Economic Development, Housing
5 and General Affairs and the House Committee on General, Housing and
6 Military Affairs.

7 (e) Reimbursement. Members of the Committee shall not be entitled to per
8 diem compensation or reimbursement of expenses.

9 Sec. 2. 21 V.S.A. § 496b is added to read:

10 § 496b. EMPLOYEE USE OF BENEFITS

11 An employer, employment agency, or labor organization shall not discharge
12 or in any other manner discriminate against or penalize an employee because
13 the employee has used, or attempted to use, accrued employer-provided sick
14 leave. This section shall not diminish any rights under this chapter or pursuant
15 to a collective bargaining agreement.

16 Sec. 3. EFFECTIVE DATES

17 (a) This section and Sec. 1 shall take effect on passage.

18 (b) Sec. 2 shall take effect on July 1, 2015.

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1 (Committee vote: _____)

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Representative _____

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FOR THE COMMITTEE