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S.247

Introduced by Senators Bray, Balint, Ayer, Cummings, Lyons, Mullin, Pollina,
Sirotkin, Snelling, White, and Zuckerman

Referred to Committee on

Date:

Subject: Labor; employment practices; workforce education and training;
equal pay

Statement of purpose of bill as introduced: This bill proposes to create
recordkeeping and reporting requirements in relation to the equal pay
provisions of Vermont's Fair Employment Practices Act.

An act relating to equal pay

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 21 V.S.A. § 495j is added to read:

§ 495j. EQUAL PAY RECORDKEEPING; REPORTING

(a)(1) An employer shall keep and maintain for a period of not less than
five years a record of the name, address, and occupation of each employee, of
the wages paid to him or her, and any other information the Commissioner
may deem necessary for the enforcement of subdivision 495(a)(7) of this
subchapter.

1 (2) Notwithstanding subdivision (1) of this subsection, an employer
2 shall keep records related to an ongoing investigation or enforcement action
3 under subdivision 495(a)(7) of this subchapter until the destruction of the
4 records is authorized by the Commissioner or by a court order.

5 (b)(1) An employer shall make the records kept pursuant to subsection (a)
6 of this section available to the Commissioner upon notice for inspection and
7 copying at reasonable times.

8 (2) An employer shall make reports to the Department regarding
9 information in the records kept pursuant to subsection (a) of this section as
10 required by rules adopted by the Commissioner.

11 (c) The Commissioner shall adopt rules necessary to implement this
12 section.

13 (d) On or before January 15 of each year, the Commissioner shall submit a
14 report to the General Assembly that shall document the State's progress in
15 achieving full compliance with the equal pay provisions of
16 subdivision 495(a)(7) of this title and shall make recommendations for
17 legislative action necessary to further improve compliance with the equal pay
18 provisions of subdivision 495(a)(7). The provisions of 2 V.S.A. § 20(d),
19 expiration of required reports, shall not apply to the report to be made under
20 this subsection.

1 Sec. 2. 10 V.S.A. § 540 is amended to read:

2 § 540. WORKFORCE EDUCATION AND TRAINING LEADER

3 The Commissioner of Labor shall be the leader of workforce education and
4 training in the State, and shall have the authority and responsibility for the
5 coordination of workforce education and training within State government,
6 including the following duties:

7 * * *

8 (8) In cooperation with the Secretary of Commerce and Community
9 Development, the Secretary of Human Services, the Vermont Human Rights
10 Commission, and the Vermont Commission on Women, collect and analyze
11 data that measure the presence of gender and other systemic bias in
12 State-supported training programs and work with the appropriate agency or
13 program to address any instances of bias that are found.

14 Sec. 3. EFFECTIVE DATE

15 This act shall take effect on July 1, 2016.