

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to  
3 which was referred House Bill No. 187 entitled “An act relating to absence  
4 from work for health care and safety” respectfully reports that it has considered  
5 the same and recommends that the Senate propose to the House that the bill be  
6 amended by striking out all after the enacting clause and inserting in lieu  
7 thereof the following:

8 Sec. 1. FINDINGS

9 The General Assembly finds:

10 (1) According to the Vermont Department of Labor’s 2013 Fringe  
11 Benefits Study, roughly one-half of all private sector employers provide some  
12 form of paid leave to their employees.

13 (2) Based on information provided by the 2013 Fringe Benefits Study, it  
14 is estimated that slightly less than 50 percent of private sector workers  
15 employed by companies with fewer than 20 workers have access to paid leave,  
16 while approximately 78 percent of workers employed by larger companies  
17 have access to paid leave time.

18 (3) Based on information provided by the 2013 Fringe Benefits Study, it  
19 is estimated that more than 60,000 working Vermonters lack access to paid  
20 leave.



1           (1) “Employer” means any individual, organization, or governmental  
2           body, partnership, association, corporation, legal representative, trustee,  
3           receiver, trustee in bankruptcy, and any common carrier by rail, motor, water,  
4           air, or express company doing business in or operating within this State.

5           (2) “Combined time off” means a policy wherein the employer provides  
6           time off from work for vacation, sickness, or personal reasons, and the  
7           employee has the option to use all of the leave for whatever purpose he or she  
8           chooses.

9           (3) “Commissioner” means the Commissioner of Labor.

10           (4) “Earned sick time” means discretionary time earned and accrued  
11           under the provisions of this subchapter and used by an employee to take time  
12           off from work for the purposes listed in subdivisions 483(a)(1)–(5) of this  
13           subchapter.

14           (5) “Employee” means a person who, in consideration of direct or  
15           indirect gain or profit, is employed by an employer for an average of no less  
16           than 18 hours per week. However, the term “employee” shall not include:

17           (A) An individual who is employed by the federal government.

18           (B) An individual who is employed by an employer:

19           (i) for 20 weeks or fewer in a calendar year;

20           (ii) in a job scheduled to last 20 weeks or fewer; and

1                    (iii) for the purpose of supporting or supplementing the  
2                    employer's workforce in certain situations, including employee absences,  
3                    temporary skill shortages, seasonal workloads, and special assignments and  
4                    projects.

5                    (C) An employee of a health care facility as defined in 18 V.S.A.  
6                    § 9432(8) or a facility as defined in 33 V.S.A. § 7102(2) if the employee only  
7                    works on a per diem or intermittent basis.

8                    (D) An employee of a school district, supervisory district, or  
9                    supervisory union as defined in 16 V.S.A. § 11 that:

10                    (i) is employed pursuant to a school district or supervisory union  
11                    policy on substitute educators as required by the Vermont Standards Board for  
12                    Professional Educators Rule 5381;

13                    (ii) is under no obligation to work a regular schedule; and

14                    (iii) is not under contract or written agreement to provide at least  
15                    one period of long-term substitute coverage which is defined as 30 or more  
16                    consecutive school days in the same assignment.

17                    (E) An individual who is under 18 years of age.

18                    (F) An individual that is either:

19                    (i) a sole proprietor or partner owner of an unincorporated  
20                    business who is excluded from the provisions of chapter 9 of this title pursuant  
21                    to subdivision 601(14)(F) of this title; or

1                   (ii) an executive officer, manager, or member of a corporation or a  
2 limited liability company for whom the Commissioner has approved an  
3 exclusion from the provisions of chapter 9 of this title pursuant to  
4 subdivision 601(14)(H) of this title.

5                   (G) An individual that:

6                   (i) works on a per diem, occasional, or intermittent basis;

7                   (ii) works only when he or she indicates that he or she is available  
8 to work and has no obligation to work when he or she does not indicate  
9 availability; and

10                  (iii) does not work on a set, regular, or recurring schedule.

11                  (6) “Paid time off policy” means any policy under which the employer  
12 provides paid time off from work to the employee that includes a combination  
13 of one or more of the following:

14                  (A) annual leave;

15                  (B) combined time off;

16                  (C) vacation leave;

17                  (D) personal leave;

18                  (E) sick leave; or

19                  (F) any similar type of leave.

1     § 482. EARNED SICK TIME

2           (a) An employee shall accrue not less than one hour of earned sick time for  
3 every 52 hours worked.

4           (b) An employer may require a waiting period for new hires of up to one  
5 year. During this waiting period, an employee shall accrue earned sick time  
6 pursuant to this chapter, but shall not be permitted to use the earned sick time  
7 until after he or she has completed the waiting period.

8           (c) An employer may:

9           (1) limit the amount of earned sick time accrued pursuant to this  
10 section to:

11           (A) from January 1, 2017 until December 31, 2018, a maximum of  
12 24 hours in a 12-month period; and

13           (B) after December 31, 2018, a maximum of 40 hours in a 12-month  
14 period; or

15           (2) limit to 40 hours the number of hours in each workweek for which  
16 full-time employees not subject to the overtime provisions of the Federal Fair  
17 Labor Standards Act, 29 U.S.C. § 213(a)(1), may accrue earned sick time  
18 pursuant to this section.

19           (d)(1) Earned sick time shall be compensated at a rate that is equal to the  
20 greater of either:

21           (A) the normal hourly wage rate of the employee; or

1           (B) the minimum wage rate for an employee pursuant to section 384  
2 of this title.

3           (2) Group insurance benefits shall continue during an employee’s use of  
4 earned sick time at the same level and conditions that coverage would be  
5 provided as for normal work hours. The employer may require that the  
6 employee contribute to the cost of the benefits during the use of earned sick  
7 time at the existing rate of employee contribution.

8           (e) Except as otherwise provided by subsection 484(a) of this subchapter,  
9 an employer shall calculate the amount of earned sick time that an employee  
10 has accrued pursuant to this section:

11           (1) as it accrues during each pay period; or

12           (2) on a quarterly basis, provided that an employee may use earned sick  
13 time as he or she accrues it during each quarter.

14 § 483. USE OF EARNED SICK TIME

15           (a) An employee may use earned sick time accrued pursuant to section 482  
16 of this subchapter for any of the following reasons:

17           (1) The employee is ill or injured.

18           (2) The employee obtains professional diagnostic, preventive, routine, or  
19 therapeutic health care.

20           (3) The employee cares for a sick or injured parent, grandparent, spouse,  
21 child, brother, sister, parent-in-law, grandchild, or foster child, including

1 helping that individual obtain diagnostic, preventive, routine, or therapeutic  
2 health treatment.

3 (4) The employee is arranging for social or legal services or obtaining  
4 medical care or counseling for the employee or for the employee’s parent,  
5 grandparent, spouse, child, brother, sister, parent-in-law, grandchild, or foster  
6 child, who is a victim of domestic violence, sexual assault, or stalking or who  
7 is relocating as the result of domestic violence, sexual assault, or stalking. As  
8 used in this section, “domestic violence,” “sexual assault,” and “stalking” shall  
9 have the same meanings as in 15 V.S.A. § 1151.

10 (5) The employee cares for a parent, grandparent, spouse, child, brother,  
11 sister, parent-in-law, grandchild, or foster child, because the school or business  
12 where that individual is normally located during the employee’s workday is  
13 closed for public health or safety reasons.

14 (b) If an employee’s absence is shorter than a normal workday, the  
15 employee shall use earned sick time accrued pursuant to section 482 of this  
16 subchapter in the smallest time increments that the employer’s payroll system  
17 uses to account for other absences or that the employer’s paid time off policy  
18 permits. Nothing in this subsection shall be construed to require an employer  
19 to permit an employee to use earned sick time in increments that are shorter  
20 than one hour.

1       (c) An employer may limit the amount of earned sick time accrued  
2       pursuant to section 482 of this subchapter that an employee may use to:

3           (1) from January 1, 2017 until December 31, 2018, no more than 24  
4       hours of earned sick time accrued pursuant to section 482 of this subchapter in  
5       a 12-month period; and

6           (2) after December 31, 2018, no more than 40 hours of earned sick time  
7       accrued pursuant to section 482 of this subchapter in a 12-month period.

8       (d)(1) Except as otherwise provided in subsection 484(a) of this  
9       subchapter, earned sick time that remains unused at the end of an annual period  
10       shall be carried over to the next annual period and the employee shall continue  
11       to accrue earned sick time as provided pursuant to section 482 of this  
12       subchapter. However, nothing in this subdivision shall be construed to permit  
13       an employee to use more earned sick time during an annual period than any  
14       limit on the use of earned sick time that is established by his or her employer  
15       pursuant to subsection (c) of this section.

16           (2) If, at an employer's discretion, an employer pays an employee for  
17       unused earned sick time accrued pursuant to section 482 of this subchapter at  
18       the end of an annual period, then the amount for which the employee was  
19       compensated does not carry over to the next annual period.

1       (e) Upon separation from employment, an employee shall not be entitled to  
2       payment for unused earned sick time accrued pursuant to section 482 of this  
3       subchapter unless agreed upon by the employer.

4       (f)(1) An employee who is discharged by his or her employer after he or  
5       she has completed the waiting period pursuant to subsection 482(b) of this  
6       subchapter and is subsequently rehired by the same employer within 12 months  
7       after the discharge from employment shall begin to accrue and may use earned  
8       sick time without any waiting period. However, the employee shall not be  
9       entitled to retain any earned sick time that accrued before the time of his or her  
10       discharge unless agreed to by the employer.

11       (2) An employee that voluntarily separates from employment after he or  
12       she has completed the waiting period pursuant to subsection 482(b) of this  
13       subchapter and is subsequently rehired by the same employer within 12 months  
14       after the separation from employment shall not be entitled to accrue and use  
15       earned sick time without a waiting period unless agreed to by the employer.

16       (g) An employer shall not require an employee to find a replacement for  
17       absences, including absences for professional diagnostic, preventive, routine,  
18       or therapeutic health care.

19       (h) An employer may require an employee planning to take earned sick  
20       time accrued pursuant to section 482 of this subchapter to:

1           (1) make reasonable efforts to avoid scheduling routine or preventive  
2           health care during regular work hours; or

3           (2) notify the employer as soon as practicable of the intent to take  
4           earned sick time accrued pursuant to section 482 of this subchapter and the  
5           expected duration of the employee’s absence.

6           (i)(1) If an employee is absent from work for one of the reasons listed in  
7           subsection (a) of this section, the employee shall not be required to use earned  
8           sick time accrued pursuant to section 482 of this subchapter and the employer  
9           will not be required to pay for the time that the employee was absent if the  
10           employer and the employee mutually agree that either:

11           (A) the employee will work an equivalent number of hours as the  
12           number of hours for which the employee is absent during the same pay  
13           period; or

14           (B) the employee will trade hours with a second employee so that the  
15           second employee works during the hours for which the employee is absent and  
16           the employee works an equivalent number of hours in place of the second  
17           employee during the same pay period.

18           (2) Nothing in this subsection shall be construed to prevent an employer  
19           from adopting a policy that requires an employee to use earned sick time  
20           accrued pursuant to subsection 482(a) of this subchapter for an absence from  
21           work for one of the reasons set forth in subsection (a) of this section.

1        (j) An employer shall post notice of the provisions of this section in a form  
2        provided by the Commissioner in a place conspicuous to employees at the  
3        employer’s place of business. An employer shall also notify an employee of  
4        the provisions of this section at the time of the employee’s hiring.

5        (k) An employee who uses earned sick time accrued pursuant to section  
6        482 of this subchapter shall not diminish his or her rights under sections 472  
7        and 472a of this title.

8        (l) The provisions against retaliation set forth in section 397 of this title  
9        shall apply to this subchapter.

10       (m)(1) The Commissioner shall investigate complaints that an employer  
11       has not complied with the requirements of this subchapter.

12       (2) If following an investigation and hearing, the Commissioner  
13       determines that an employer has failed to comply with the requirements of this  
14       subchapter, he or she may order appropriate relief, including payment for sick  
15       days unlawfully withheld and the assessment of a fine pursuant to section 345  
16       of this title.

17       (3) The Commissioner shall adopt rules to carry out the provisions of  
18       this subsection.

19       § 484. COMPLIANCE WITH EARNED SICK TIME REQUIREMENT

20       (a) An employer shall be in compliance with this subchapter if either of the  
21       following occurs:

1           (1) The employer offers a paid time off policy or is a party to a  
2           collective bargaining agreement that provides the employee with paid time off  
3           from work that:

4                   (A) he or she may use for all of the reasons set forth in subsection  
5                   483(a) of this subchapter; and

6                   (B) accrues and may be used at a rate that is equal to or greater than  
7                   the rate set forth in sections 482 and 483 of this subchapter.

8           (2) The employer offers a paid time off policy or is a party to a  
9           collective bargaining agreement that provides the employee with at least the  
10           full amount of paid time off from work required pursuant to sections 482 and  
11           483 of this subchapter at the beginning of each annual period and the employee  
12           may use it at any time during the annual period for the reasons set forth in  
13           subsection 483(a) of this subchapter. If the employer provides an employee  
14           with the full amount of paid time off at the beginning of each annual period,  
15           the paid time off shall not carry over from one annual period to the next as  
16           provided in subdivision 483(d)(1) of this subchapter.

17           (b) Nothing in this subchapter shall be construed to require an employer  
18           that satisfies the requirements of subsection (a) of this section to provide  
19           additional earned sick time to an employee that chooses to use paid time off  
20           that could be used for the reasons set forth in subdivisions 483(a)(1)–(5) of this  
21           subchapter for a different purpose.

1        (c) Nothing in this subchapter shall be construed to prevent an employer  
2        from providing a paid time off policy or agreeing to a collective bargaining  
3        agreement that provides a paid time off policy that is more generous than the  
4        earned sick time provided by this subchapter.

5        (d)(1) Nothing in this subchapter shall be construed to diminish an  
6        employer's obligation to comply with any collective bargaining agreement or  
7        paid time off policy that provides greater earned sick time rights than the rights  
8        provided by this subchapter.

9        (2) Nothing in this subchapter shall be construed to preempt or override  
10       the terms of a collective bargaining agreement that is in effect before January  
11       1, 2017.

12       (e) A paid time off policy may not diminish the rights provided by this  
13       subchapter.

14       § 485. SEVERABILITY OF PROVISIONS

15       If any provision of this subchapter or the application of such provision to  
16       any person or circumstances shall be held invalid, the remainder of the  
17       subchapter and the application of such provisions to persons or circumstances  
18       other than those as to which it is held invalid shall not be affected thereby.

1 § 486. NEW EMPLOYER EXEMPTION

2 (a) Notwithstanding any provision of this subchapter to the contrary, new  
3 employers shall not be subject to the provisions of this subchapter for a period  
4 of one year after the employer hires its first employee.

5 (b) For purposes of enforcement under subsections 483(l) and (m) of this  
6 subchapter, an employer shall be presumed to be subject to the provisions of  
7 this subchapter unless the employer proves that a period of no more than one  
8 year elapsed between the date on which the employer hired its first employee  
9 and the date on which the employer is alleged to have violated the provisions  
10 of this subchapter.

11 (c) No employer shall transfer an employee to a second employer with  
12 whom there is, at the time of the transfer, substantially common ownership,  
13 management, or control for the purposes of either employer claiming an  
14 exemption pursuant to subsection (a) of this section.

15 Sec. 5. 21 V.S.A. § 345 is amended to read:

16 § 345. NONPAYMENT OF WAGES AND BENEFITS

17 (a) Each employer who violates sections ~~342 and 343~~ 342, 343, 482, and  
18 483 of this title shall be fined not more than \$5,000.00. Where the employer is  
19 a corporation, the president or other officers who have control of the payment  
20 operations of the corporation shall be considered employers and liable to the

1 employee for actual wages due when the officer has willfully and without good  
2 cause participated in knowing violations of this chapter.

3 \* \* \*

4 Sec. 6. DEPARTMENT OF LABOR REPORT

5 The Department of Labor shall, on or before January 15, 2017, report to the  
6 House Committee on General, Housing and Military Affairs and the Senate  
7 Committee on Economic Development, Housing and General Affairs regarding  
8 the number of inquiries and complaints submitted to the Department in relation  
9 to this act and the number of investigations and enforcement actions  
10 undertaken by the Department in relation to this act during the first year after  
11 its effective date.

12 Sec. 7. EFFECTIVE DATE

13 This act shall take effect on January 1, 2017.

14  
15  
16 (Committee vote: \_\_\_\_\_)

17 \_\_\_\_\_

18 Senator \_\_\_\_\_

19 FOR THE COMMITTEE