

1 H.187

2 Senator Snelling moves that the Senate propose to the House that the bill be
3 amended as follows:

4 First: After Sec. 6, Department of Labor Report, by inserting a Sec. 6a to
5 read:

6 Sec. 6a. SMALL BUSINESS PLANNING AND IMPLEMENTATION
7 ASSISTANCE

8 On or before November 15, 2017, the Commissioner of Labor and the
9 Secretary of Commerce and Community Development shall develop and
10 implement a program to provide employers that have five or fewer employees
11 who are employed for an average of no less than 30 hours per week during a
12 year with resources and assistance related to the development of time off
13 policies and business plans necessary to implement the requirements of
14 this act.

15 Second: By striking Sec. 7, Effective Date, and inserting a new Sec. 7 to
16 read:

17 Sec. 7. EFFECTIVE DATES

18 (a)(1) This section and Sec. 6a shall take effect on July 1, 2016.

19 (2) The remaining sections of this act shall take effect on January 1,
20 2017, except that an employer that has five or fewer employees who are

1 employed for an average of no less than 30 hours per week shall not be subject
2 to the provisions of 21 V.S.A. chapter 5, subchapter 4b until January 1, 2018.

3 (b)(1) An employer may require for its existing employees on January 1,
4 2017 a waiting period of up to one year. The waiting period pursuant to this
5 subsection shall begin on January 1, 2017 and shall end on or before December
6 31, 2017. During this waiting period, an employee shall accrue earned sick
7 time pursuant to 21 V.S.A. § 482, but shall not be permitted to use the earned
8 sick time until after he or she has completed the waiting period.

9 (2) An employer that has five or fewer employees who are employed for
10 an average of no less than 30 hours per week may require for its existing
11 employees on January 1, 2018 a waiting period of up to one year. The waiting
12 period pursuant to this subsection shall begin on January 1, 2018 and shall end
13 on or before December 31, 2018. During this waiting period, an employee
14 shall accrue earned sick time pursuant to 21 V.S.A. § 482, but shall not be
15 permitted to use the earned sick time until after he or she has completed the
16 waiting period.