

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General, Housing and Military Affairs to which was
3 referred House Bill No. 109 entitled “An act relating to portable benefits and
4 contingent workers” respectfully reports that it has considered the same and
5 recommends that the bill be amended by striking out all after the enacting
6 clause and inserting in lieu thereof the following:

7 Sec. 1. CONTINGENT WORK AND PORTABLE EMPLOYEE BENEFITS
8 STUDY COMMITTEE

9 (a) Creation. There is created the Contingent Work and Portable Employee
10 Benefits Study Committee.

11 (b) Membership. The Committee shall be composed of the following
12 four members:

13 (1) the Commissioner of Labor or designee;

14 (2) the Commissioner of Financial Regulation or designee;

15 (3) the State Treasurer or designee; and

16 (4) the Secretary of Commerce and Community Development or
17 designee.

18 (c)(1) Powers and duties. The Committee shall study contingent work in
19 Vermont and mechanisms for creating insurance, retirement, and other types of
20 employment benefits that are portable and easily accessible to workers who are
21 not employed as traditional full-time or permanent employees, including

1 freelance workers in e-commerce, self-employed workers, contingent workers,
2 and workers in the on-demand economy. In particular, the Committee shall
3 study the following issues:

4 (A) the current practices, policies, and procedures of employers in
5 relation to contingent workers;

6 (B) the applicability and efficacy of Vermont’s employment laws
7 with respect to contingent workers;

8 (C) the availability of traditional social safety nets to workers who
9 are not employed as traditional full-time or permanent employees, including
10 freelance workers in e-commerce, self-employed workers, contingent workers,
11 and workers in the on-demand economy;

12 (D) the necessity for new mechanisms to replace or augment
13 traditional social safety nets for workers who are not employed as traditional
14 full-time or permanent employees;

15 (E) potential mechanisms that could replace or augment traditional
16 social safety nets for workers who are not employed as traditional full-time or
17 permanent employees; and

18 (F) potential funding models, including both worker- and
19 consumer-driven funding models, for mechanisms that could replace or
20 augment traditional social safety nets for workers who are not employed as
21 traditional full-time or permanent employees.

1 (2) As used in this subsection:

2 (A) “Contingent worker” means a worker who is not considered a
3 permanent employee, including a temporary employee, leased employee, home
4 worker, freelance worker, consultant, or an individual classified as an
5 independent contractor.

6 (B) “Traditional social safety nets” means governmental and
7 employer-provided insurance and benefit programs such as group health
8 insurance, employer-sponsored life insurance, employer-sponsored retirement
9 plans, unemployment insurance, and workers’ compensation.

10 (d) Assistance. The Committee shall have the administrative, technical,
11 and legal assistance of the Departments of Labor and of Financial Regulation.

12 (e) Consideration of Bureau of Labor Statistics Survey. In developing its
13 findings and recommendations, the Committee shall review and consider the
14 U.S. Department of Labor, Bureau of Labor Statistics 2017 Study of
15 Contingent and Alternative Employment Arrangements.

16 (f) Report. On or before January 15, 2018, the Committee shall submit a
17 written report to the General Assembly with its findings and any
18 recommendations for legislative action.

19 (g) Meetings.

20 (1) The Commissioner of Labor shall call the first meeting of the
21 Committee to occur on or before September 15, 2017.

1 (2) The Committee shall select a chair from among its members at the
2 first meeting.

3 (3) A majority of the membership shall constitute a quorum.

4 (4) The Committee shall cease to exist on January 15, 2018.

5 Sec. 2. EFFECTIVE DATE

6 This act shall take effect on July 1, 2017.

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11 (Committee vote: _____)

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Representative _____

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FOR THE COMMITTEE