

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General, Housing, and Military Affairs to which was
3 referred Senate Bill No. 40 entitled “An act relating to increasing the minimum
4 wage” respectfully reports that it has considered the same and recommends
5 that the House propose to the Senate that the bill be amended as follows:

6 First: In Sec. 1, 21 V.S.A. § 384, by striking out subsection (a) in its
7 entirety and inserting in lieu thereof a new subsection (a) to read:

8 (a)(1) An employer shall not employ any employee at a rate of less than
9 ~~\$9.15. Beginning January 1, 2016, an employer shall not employ any~~
10 ~~employee at a rate of less than \$9.60. Beginning January 1, 2017, an employer~~
11 ~~shall not employ any employee at a rate of less than \$10.00. Beginning on~~
12 ~~January 1, 2018, an employer shall not employ any employee at a rate of less~~
13 ~~than \$10.50, and beginning.~~ Beginning on January 1, 2019, an employer shall
14 not employ any employee at a rate of less than \$11.10. Beginning on
15 January 1, 2020, an employer shall not employ any employee at a rate of less
16 than \$11.75. Beginning on January 1, 2021, an employer shall not employ any
17 employee at a rate of less than \$12.50. Beginning on January 1, 2022, an
18 employer shall not employ any employee at a rate of less than \$13.25.
19 Beginning on January 1, 2023, an employer shall not employ any employee at
20 a rate of less than \$14.10. Beginning on January 1, 2024, an employer shall
21 not employ any employee at a rate of less than \$15.00, and on each subsequent

1 January 1, the minimum wage rate shall be increased by five percent or the
2 percentage increase of the Consumer Price Index, CPI-U, U.S. city average,
3 not seasonally adjusted, or successor index, as calculated by the U.S.
4 Department of Labor or successor agency for the 12 months preceding the
5 previous September 1, whichever is smaller, but in no event shall the minimum
6 wage be decreased. The minimum wage shall be rounded off to the nearest
7 \$0.01.

8 (2) An employer shall not employ a secondary school student at a rate of
9 less than the minimum wage established pursuant to subdivision (1) of this
10 subsection minus \$3.00.

11 (3) An employer in the hotel, motel, tourist place, and restaurant
12 industry shall not employ a service or tipped employee at a basic wage rate less
13 than one-half the minimum wage. As used in this subsection, “a service or
14 tipped employee” means an employee of a hotel, motel, tourist place, or
15 restaurant who customarily and regularly receives more than \$120.00 per
16 month in tips for direct and personal customer service.

17 (4) If the minimum wage rate established by the U.S. government is
18 greater than the rate established for Vermont for any year, the minimum wage
19 rate for that year shall be the rate established by the U.S. government.

20 Second: In Sec. 4, 21 V.S.A. § 383, after the ellipsis and before subdivision
21 (3) by inserting subdivisions (G), (H), and (I) to read:

- 1 (G) taxi-cab drivers; and
2 (H) outside salespersons; ~~and,~~
3 (I) ~~students working during all or any part of the school year or~~
4 ~~regular vacation periods.~~ [Repealed.]

5 Third: By striking out Sec. 5 in its entirety and inserting in lieu thereof a
6 new Sec. 5 to read:

7 Sec. 5. EFFECTIVE DATES

8 (a) In Sec. 1, 21 V.S.A. § 384, subdivision (a)(2) shall take effect on
9 January 1, 2019. The remaining provisions of Sec. 1 shall take effect on
10 July 1, 2018.

11 (b) In Sec. 4, 21 V.S.A. § 383, the amendments to subdivisions (2)(G), (H),
12 and (I) shall take effect on January 1, 2019. The remaining provisions of
13 Sec. 4 shall take effect on July 1, 2018.

14 (c) The remaining sections of this act shall take effect on July 1, 2018.

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17 (Committee vote: _____)

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Representative _____

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FOR THE COMMITTEE