

1 H.304

2 Introduced by Representatives Cordes of Lincoln, Anthony of Barre City,  
3 Christensen of Weathersfield, Christie of Hartford, Colburn of  
4 Burlington, Gardner of Richmond, McCarthy of St. Albans  
5 City, Pajala of Londonderry, Patt of Worcester, Troiano of  
6 Stannard, and Yantachka of Charlotte

7 Referred to Committee on

8 Date:

9 Subject: Labor; employment practices; legislative leave

10 Statement of purpose of bill as introduced: This bill proposes to prohibit  
11 employers from increasing the cost of an employee's insurance benefits while  
12 he or she is on legislative leave.

13 An act relating to legislative leave

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

15 Sec. 1. 21 V.S.A. § 496 is amended to read:

16 § 496. LEGISLATIVE LEAVE

17 (a)(1) Any person who, in order to serve as a member of the General  
18 Assembly, must leave a full-time position in the employ of any employer, shall  
19 be entitled to a temporary or partial leave of absence for the purpose of  
20 allowing ~~such~~ the employee to perform any official duty in connection with his

1 or her elected office. ~~Such~~ The leave of absence shall not cause loss of job  
2 status, seniority, or the right to participate in insurance and other employee  
3 benefits during the leave of absence.

4 (2) The employer shall continue employment benefits for the duration of  
5 the leave at the level and under the conditions coverage would be provided if  
6 the employee continued in full-time employment continuously for the duration  
7 of the leave. The employer may require that the employee contribute to the  
8 cost of benefits during the leave at his or her existing rate of contribution.

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10 Sec. 2. EFFECTIVE DATE

11 This act shall take effect on July 1, 2019.