

1
2
3
4
5
6
7
8
9
10

11
12
13
14
15
16
17
18

H.466

Introduced by Representatives Leffler of Enosburgh, Coffey of Guilford,
Hooper of Randolph, Morrissey of Bennington, Savage of
Swanton, and Toof of St. Albans Town

Referred to Committee on

Date:

Subject: Commerce and trade; workforce development

Statement of purpose of bill as introduced: This bill proposes to promote
hiring and retention of workers with barriers to employment, including workers
in recovery from addiction and workers with past incarceration.

An act relating to supporting workers with barriers to employment

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

Sec. 1. DEPARTMENT OF LABOR; FIDELITY BONDS

Of the amounts appropriated to the Department of Labor in fiscal year 2020
from the Workforce Education and Training Fund, the Department shall
allocate not less than \$3,000.00 to purchase fidelity bonds through the Federal
Bonding Program to provide insurance against theft or loss for insurers to hire
workers with barriers to employment.

1 Sec. 2. 32 V.S.A. chapter 151, subchapter 110 is added to read:

2 Subchapter 110. Worker-Friendly Employer Tax Credit

3 § 5945a. EMPLOYER TAX CREDIT FOR HIRING WORKERS WITH
4 BARRIERS TO EMPLOYMENT

5 (a) A qualified employer shall be eligible for a nonrefundable credit against
6 the income tax liability imposed under this chapter in an amount equal to
7 \$2,000.00 for each new qualified employee hired after July 1, 2019 for a
8 position, the majority of the duties of which are at a business location within
9 Vermont.

10 (b) A credit earned under this section shall be claimed in the tax year
11 following the new qualified employee's date of hire and may be carried
12 forward one year.

13 (c) In this section:

14 (1) "Qualified employee" means an individual:

15 (A) who works the equivalent of at least 20 hours per week for not
16 less than 45 of the 52 weeks following the individual's date of hire;

17 (B) whose compensation equals or exceeds the prevailing
18 compensation level, including wages and benefits, for the particular
19 employment sector and region of the State as determined by the Commissioner
20 of Labor;

21 (C) who has certification by the Department of Labor at the time of

1 hire that he or she experiences one or more barriers to employment, including
2 recovery from addiction, past incarceration, or other barriers; and

3 (D) who has not been employed by the qualified employer for
4 90 days prior to the date of hire.

5 (2) “Qualified employer” means a person who:

6 (A) is in good standing with respect to applicable registration, fee,
7 and filing requirements with the Secretary of State, the Department of Taxes,
8 and the Department of Labor; and

9 (B) has in place a valid workers’ compensation policy.

10 (d) The Department of Labor shall:

11 (1) promote awareness of the tax credit authorized in this section to
12 employers and eligible workers;

13 (2) establish procedures for prequalifying an individual as a qualified
14 worker and for providing notice to the Department when a qualified employee
15 is hired;

16 (3) establish procedures for certifying a qualified employer’s
17 compliance and the eligibility and expense verification requirements to claim
18 the credit authorized under this section;

19 (4) adopt measurable goals, outcomes, and an audit strategy to assess the
20 utilization and performance of the credit authorized in this section;

1 (5) on or before January 15, 2020, submit a written report on its
2 assessment of the credit to the House Committees on Commerce and Economic
3 Development and on Ways and Means and to the Senate Committees on
4 Finance and on Economic Development, Housing and General Affairs; and

5 (6) engage in efforts to promote the hiring of workers with barriers to
6 employment through the hiring practices of the State of Vermont.

7 Sec. 3. OFFICE OF THE GOVERNOR; REGISTRY OF EMPLOYERS

8 The Office of the Governor, with support from the Department of Labor,
9 shall create and maintain on its public website a registry of employers who
10 accept applications and are willing to hire workers with barriers to
11 employment, including workers in recovery from addiction and workers with
12 past incarceration.

13 Sec. 4. EFFECTIVE DATE

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