

## Summary of H.681 as Passed the House

### Sec. 1. Amends 21 V.S.A. § 1314a. Quarterly wage reporting

- Changes in subsection (a) delete obsolete and redundant language.
- Changes in subsections (c), (d), and (e) are nonsubstantive stylistic and grammatical changes.
- Changes in subsection (f) clarify that an administrative penalty is imposed for a violation of the section.
- Changes in subsection (g) allow the Commissioner of Labor to:
  - Require businesses to register electronically with the UI system; and
  - To waive the electronic registration and filing requirements for employers that are unable to file electronically.

### Sec. 2. Amends 21 V.S.A. § 1325. Employers' experience ratings

- Provides that employers UI experience ratings will not be adversely impacted if:
  - Either:
    - The employer temporarily lays off employs at a specific location because it has ceased operations at that location due to COVID 19; or
    - The employee is temporarily laid off in order to comply with a quarantine recommendations related to COVID-19; and
  - The employer rehires the employee when it resumes operations or the employee's period of quarantine is completed.
  - Relieves charges for a maximum of 4 weeks.
- Employer will also not be charged for benefits paid to an individual who voluntarily leaves employment to care for a family member with COVID-19.

### Sec. 3. Amends 21 V.S.A. § 1344. Disqualifications

- Allows an individual to receive benefits if they voluntarily leave employment to care for a family member with COVID-19.
- Prevents double dipping by employees who receive sick pay during a week in which they are claiming UI benefits.

### Sec. 4. Repeals changes made in Sec. 2 (Effective 3/31/21)

### Sec. 5. Repeals COVID-19 specific changes made in Sec. 3 (Effective 3/31/21)

- Leaves the sick pay disqualification in statute.

### Sec. 6. Effective Dates

- COVID-19 changes take effect on passage and are repealed on 3/31/21.
- Sec. 1 takes effect on 7/1/2020.