

Side by Side of S.23  
House Proposal of Amendment and Senate Proposal of Amendment to House Proposal

Section	Amends	House Proposal	Senate Proposal
1	21 V.S.A. § 384	<ul style="list-style-type: none"> <li>• Increases minimum wage annually on January 1 by 2.25 times CPI, or 5.5%, whichever is less, until the minimum wage is equal to or greater than \$15.00.               <ul style="list-style-type: none"> <li>○ After reaching \$15.00, minimum wage will increase by CPI or 5%, whichever is less.</li> </ul> </li> <li>• Establishes tip pooling requirements consistent with federal regulations.</li> <li>• Until minimum wage reaches \$15.00, provides that increase in minimum wage will equal CPI in any year in which (1) State sales and use tax revenues have decreased by 2% or more relative to previous year and (2) the State revenue forecast has been reduced by 2% or more.</li> </ul>	<ul style="list-style-type: none"> <li>• Increases minimum wage to:               <ul style="list-style-type: none"> <li>○ \$11.50 on 1/1/20; and</li> <li>○ \$12.20 on 1/1/21.</li> <li>○ Beginning 1/1/22, minimum wage will increase by CPI or 5%, whichever is less.</li> </ul> </li> </ul>
2	21 V.S.A. § 381	<ul style="list-style-type: none"> <li>• Clarifies definition of student to be consistent with VDOL interpretation.</li> <li>• Defines “tip”.</li> </ul>	N/A
3		<ul style="list-style-type: none"> <li>• Statement of intent regarding Child Care Financial Assistance Program investments that is meant to clarify that minimum wage bill’s provisions are consistent with the changes to CCFAP that the General Assembly enacted during 2019 session.               <ul style="list-style-type: none"> <li>○ This is probably no longer necessary because of CCFAP overhaul that passed during 2019 session.</li> <li>○ Legislature may wish to consider new language to further mitigate adverse impacts that may occur in certain situations.</li> </ul> </li> </ul>	N/A
4		Provides that, beginning 1/1/25, Commissioner for Children and Families will adjust CCFAP benefits and reimbursement rates annually to account for increases in the minimum wage.	N/A
5(Hse) 2(Sen)		Report on increases in Medicaid reimbursement rates for 2020 and 2021 that are needed to enable payment of	Same.

		minimum wage to employees of certain Medicaid participating providers and independent direct support providers.	
<b>6</b>		Creates study committee to examine the possibility of creating a separate minimum wage that would increase more slowly than the standard minimum wage for employers that provide certain benefits to their employees.	N/A
<b>7</b>		Requires Leg. Council and JFO to submit a report regarding potential alternative mechanisms (to the CPI) for indexing the minimum wage to inflation after 2024.	N/A
<b>8(Hse) 3(Sen)</b>		Creates study committee to examine the effects of altering or eliminating the basic wage rate for tipped employees and of eliminating the subminimum wage for secondary school students during the school year.	Same
<b>9(Hse) 4(Sen)</b>		Creates a working group to examine the wage and hour laws for agricultural workers.	Same
<b>10</b>		Requires Leg. Council to prepare draft legislation to modernize the wage and hour statutes, including the identification of obsolete or out-of-date provisions.	N/A
<b>11</b>		Effective Dates of 7/1/19 and 1/1/20.	7/1/19