

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to  
3 which was referred Senate Bill No. 83 entitled “An act relating to prohibiting  
4 agreements that prevent an employee from working for the employer following  
5 the settlement of a discrimination claim” respectfully reports that it has  
6 considered the same and recommends that the bill be amended by striking out  
7 all after the enacting clause and inserting in lieu thereof the following:

8 Sec. 1. 21 V.S.A. § 495 is amended to read:

9 § 495. UNLAWFUL EMPLOYMENT PRACTICE

10 (a) It shall be unlawful employment practice, except where a bona fide  
11 occupational qualification requires persons of a particular race, color, religion,  
12 national origin, sex, sexual orientation, gender identity, ancestry, place of birth,  
13 age, crime victim status, or physical or mental condition:

14 \* \* \*

15 (i) An agreement to settle a claim of a violation of subsection (a) of this  
16 section shall not prohibit, prevent, or otherwise restrict the employee from  
17 working for the employer or any parent company, subsidiary, division, or  
18 affiliate of the employer. Any provision of an agreement to settle a claim of a  
19 violation of subsection (a) of this section that violates this subsection shall be  
20 void and unenforceable with respect to the individual who made the claim.

1       Sec. 2. EFFECTIVE DATE

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

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9           (Committee vote: \_\_\_\_\_)

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Senator \_\_\_\_\_

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FOR THE COMMITTEE