

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General, Housing, and Military Affairs to which was
3 referred House Bill No. 320 entitled “An act relating to prohibiting agreements
4 that prevent an employee from working for the employer following the
5 settlement of a discrimination claim” respectfully reports that it has considered
6 the same and recommends that the bill be amended as follows:

7 First: In Sec. 1, 21 V.S.A. § 495, by striking out subsection (i) in its
8 entirety and inserting in lieu thereof a new subsection (i) to read as follows:

9 (i)(1) An agreement to settle a claim of a violation of subsection (a) of this
10 section shall not prohibit, prevent, or otherwise restrict the employee from
11 working for the employer or any parent company, subsidiary, division, or
12 affiliate of the employer. Any provision of an agreement to settle a claim of a
13 violation of subsection (a) of this section that violates this subsection shall be
14 void and unenforceable with respect to the individual who made the claim.

15 (2) The provisions of this subsection shall not apply to any settlement
16 agreement that was entered into on or before June 30, 2022.

17 Second: In Sec. 2, effective date, by striking out the number “2021” and
18 inserting in lieu thereof the number “2022”

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1 (Committee vote: _____)

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Representative _____

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FOR THE COMMITTEE