
This act summary is provided for the convenience of the public and members of the General Assembly. It is intended to provide a general summary of the act and may not be exhaustive. It has been prepared by the staff of the Office of Legislative Counsel without input from members of the General Assembly. It is not intended to aid in the interpretation of legislation or to serve as a source of legislative intent.

Act No. 117 (S.102). An act relating to expanding employment protections and collective bargaining rights

Subjects: Education; labor; executive; employment practices; fair employment practices; certification procedure; collective bargaining; employee speech

This act prohibits employers from penalizing or threatening an employee because the employee declines to attend a meeting or participate in a communication that has the primary purpose of conveying the employer's opinion regarding a religious or political matter. This act also permits domestic workers who are employed in a household with five or more domestic employees to collectively bargain. This act also permits bargaining units subject to the State Employees' Labor Relations Act, the Judiciary Employees' Labor Relations Act, the Teachers' Labor Relations Act, the Municipal Labor Relations Act, and the State Labor Relations Act to form a union without a secret ballot election if a majority of the employees in the bargaining unit sign a petition in support of forming the union. Finally, this act creates the Agricultural Worker Labor and Employment Laws Study Committee to study the labor and employment laws that apply to Vermont agricultural workers, to develop a proposal for legislation to permit Vermont agricultural workers to collectively bargain, and to identify additional potential changes to labor and employment laws in relation to agricultural workers.

Effective Date: July 1, 2024