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H.116

SHORT FORM

Introduced by Representatives Mulvaney-Stanak of Burlington, Anthony of Barre City, Arsenault of Williston, Bluemle of Burlington, Boslun of Westminster, Burke of Brattleboro, Burrows of West Windsor, Chesnut-Tangerman of Middletown Springs, Christie of Hartford, Cina of Burlington, Cordes of Lincoln, Dodge of Essex, Garofano of Essex, Headrick of Burlington, Howard of Rutland City, Logan of Burlington, Mrowicki of Putney, Nicoll of Ludlow, Priestley of Bradford, Small of Winooski, Torre of Moretown, Troiano of Stannard, White of Bethel, and Williams of Barre City

Referred to Committee on

Date:

Subject: Labor; employment practices; wages; discrimination; disclosure; privacy; work schedules; employment-related expenses; reimbursement

Statement of purpose of bill as introduced: This bill proposes to:

(1) amend the law protecting applicants for employment from inquiries regarding their current or past compensation by:

1           (A) requiring employers to disclose the pay scale for a specific  
2 position or job title to applicants for employment and employees who currently  
3 hold that position or job;

4           (B) prohibiting an employer from disclosing a current or former  
5 employee's compensation history without the employee's authorization unless  
6 the employee's compensation is publicly available; and

7           (C) if an employer learns an applicant's current or former  
8 compensation, prohibiting the employer from using that information to reduce  
9 or otherwise limit the compensation offered to the applicant;

10           (2) require employers with 10 or more employees to annually submit to  
11 the Department of Labor information regarding compensation paid to their  
12 employees that is broken down by gender and race and to require the  
13 Department of Labor to publish that information in a searchable format on a  
14 publicly accessible website;

15           (3) amend Vermont's wage discrimination statute to prohibit wage  
16 discrimination on the basis of race or gender identity;

17           (4) require employers to provide an employee with a minimum of 14  
18 days' notice of the employee's schedule for each schedule period and prohibit  
19 employers from changing the employee's schedule within that 14-day period  
20 unless:

- 1           (A) the shift is cancelled due to certain unforeseeable circumstances;
- 2           (B) the employee voluntarily agrees to alter the schedule;
- 3           (C) the employer pays the employee for any scheduled work hours
- 4 that are eliminated; or
- 5           (D) the employer pays the employee a premium for any additional
- 6 hours of work beyond the employee's scheduled hours; and
- 7           (5) require employers to reimburse an employee for any necessary
- 8 expenses incurred by the employee within the scope of the employee's work
- 9 for the employer.

10           An act relating to miscellaneous employment protections and standards

11           It is hereby enacted by the General Assembly of the State of Vermont:

12                           (TEXT OMITTED IN SHORT-FORM BILLS)