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H.219

SHORT FORM

Introduced by Representatives Mulvaney-Stanak of Burlington, Anthony of Barre City, Bos-Lun of Westminster, Burrows of West Windsor, Casey of Montpelier, Chesnut-Tangerman of Middletown Springs, Christie of Hartford, Cina of Burlington, Cordes of Lincoln, Elder of Starksboro, Garofano of Essex, Headrick of Burlington, Howard of Rutland City, Krasnow of South Burlington, LaBounty of Lyndon, LaMont of Morristown, Logan of Burlington, Masland of Thetford, McCann of Montpelier, McGill of Bridport, Mrowicki of Putney, Rachelson of Burlington, Small of Winooski, Troiano of Stannard, and White of Bethel

Referred to Committee on

Date:

Subject: Executive; education; labor; collective bargaining; certification procedure; agricultural workers; domestic employees; employment practices; fair employment practices; good cause termination of employment; free expression

Statement of purpose of bill as introduced: This bill proposes to do the following:

- 1           (1) provide agricultural and domestic workers with the right to  
2 collectively bargain;
- 3           (2) add agricultural and domestic workers to the employees who are  
4 entitled to receive the minimum wage and overtime pay;
- 5           (3) require employers of agricultural and domestic workers to provide  
6 them with workers' compensation coverage;
- 7           (4) permit agricultural and domestic workers to receive unemployment  
8 insurance if they become unemployed;
- 9           (5) establish a good cause standard for termination of employment;
- 10          (6) require employers to provide severance pay to terminated  
11 employees;
- 12          (7) permit employees or representative organizations to bring an  
13 enforcement action on behalf of the State for violations of the good cause  
14 termination requirement;
- 15          (8) protect employees from adverse employment actions related to the  
16 employee's exercise of First Amendment rights or refusal to attend meetings or  
17 listen to or view communications whose primary purpose is to communicate  
18 the employer's opinion regarding a political or religious subject; and
- 19          (9) permit collective bargaining representatives to be certified through  
20 voluntary recognition by an employer or sign-up by a majority of bargaining  
21 unit employees.

1           An act relating to miscellaneous employee and collective bargaining rights

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

3                                       (TEXT OMITTED IN SHORT-FORM BILLS)