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H.704

An act relating to disclosure of compensation in job advertisements

The Senate proposes to the House to amend the bill by striking out all after the enacting clause and inserting in lieu thereof the following:

Sec. 1. 21 V.S.A. § 495o is added to read:

§ 495o. DISCLOSURE OF COMPENSATION TO PROSPECTIVE
EMPLOYEES

(a)(1) An employer shall ensure that any advertisement of a Vermont job opening shall include the compensation or range of compensation for the job opening.

(2) Notwithstanding subdivision (1) of this subsection:

(A) An advertisement for a job opening that is paid on a commission basis, whether in whole or in part, shall disclose that fact and is not required to disclose the compensation or range of compensation pursuant to subdivision (1) of this subsection (a).

(B) An advertisement for a job opening that is paid on a tipped basis shall disclose that fact and the base wage or range of base wages for the job opening.

(b)(1) The provisions of this section and any claim of retaliation under subdivision 495(a)(8) of this subchapter for asserting or exercising any rights

1 provided pursuant to this section shall only be enforced pursuant to the
2 provisions of 21 V.S.A. § 495b(a)(1).

3 (2) It shall be a violation of this section and subdivision 495(a)(8) of this
4 subchapter for an employer to refuse to interview, hire, promote, or employ a
5 current or prospective employee for asserting or exercising any rights provided
6 pursuant to this section.

7 (c) As used in this section:

8 (1) “Advertisement” means written notice, in any format, of a specific
9 job opening that is made available to potential applicants. “Advertisement”
10 does not include:

11 (A) general announcements that notify potential applicants that
12 employment opportunities may exist with the employer but do not identify any
13 specific job openings; or

14 (B) verbal announcements of employment opportunities that are
15 made in person or on the radio, television, or other electronic mediums.

16 (2) “Base wage” means the hourly wage that an employer pays to a
17 tipped employee and does not include any tips received by the employee.

18 Nothing in this section shall be construed to alter an employer’s obligations to
19 comply with section 384 of this title.

20 (3) “Employer” means an employer, as defined pursuant to section 495d
21 of this subchapter, that employs five or more employees.

1 (4) “Good faith” means honesty in fact.

2 (5) “Potential applicants” includes both current employees of the
3 employer and members of the general public.

4 (6)(A) “Range of base wages” means the minimum and maximum base
5 wages for a job opening that the employer expects in good faith to pay for the
6 advertised job at the time the employer creates the advertisement.

7 (B) Nothing in this section shall be construed to prevent an employer
8 from hiring an employee for more or less than the range of base wages
9 contained in a job advertisement based on circumstances outside of the
10 employer’s control, such as an applicant’s qualifications or labor market
11 factors.

12 (7)(A) “Range of compensation” means the minimum and maximum
13 annual salary or hourly wage for a job opening that the employer expects in
14 good faith to pay for the advertised job at the time the employer creates the
15 advertisement.

16 (B) Nothing in this section shall be construed to prevent an employer
17 from hiring an employee for more or less than the range of compensation
18 contained in a job advertisement based on circumstances outside of the
19 employer’s control, such as an applicant’s qualifications or labor market
20 factors.

1 (8)(A) “Vermont job opening” and “job opening” mean any position of
2 employment that is:

3 (i) either:

4 (I) physically located in Vermont; or

5 (II) a remote position that will predominantly perform work for
6 an office or work location that is physically located in Vermont; and

7 (ii) a position for which an employer is hiring, including:

8 (I) positions that are open to internal candidates or external
9 candidates, or both; and

10 (II) positions into which current employees of the employer can
11 transfer or be promoted.

12 (B) “Vermont job opening” and “job opening” does not include a
13 position that is physically located outside of Vermont and that performs work
14 that is predominantly for one or more offices or work locations that are
15 physically located outside of Vermont.

16 Sec. 2. GUIDANCE; OUTREACH

17 (a) On or before January 1, 2025, the Attorney General’s Office shall
18 publish guidance for employers and employees regarding the provisions of
19 21 V.S.A. § 495o (disclosure of compensation to prospective employees).

20 (b) The Attorney General’s Office shall publish the guidance on its website
21 and shall coordinate with the Vermont Commission on Women and other

- 1 stakeholders to conduct outreach and education regarding the provisions of
- 2 21 V.S.A. § 495o (disclosure of compensation to prospective employees).
- 3 Sec. 3. EFFECTIVE DATE
- 4 This act shall take effect on July 1, 2025.