1	H.713
2	Introduced by Representatives Priestley of Bradford, Anthony of Barre City,
3	Howard of Rutland City, McGill of Bridport, Mrowicki of
4	Putney, Mulvaney-Stanak of Burlington, Nicoll of Ludlow, and
5	Williams of Barre City
6	Referred to Committee on
7	Date:
8	Subject: Labor; employment practices; unemployment insurance; 32-hour
9	workweek
10	Statement of purpose of bill as introduced: This bill proposes to establish a 32-
11	hour workweek by requiring employers to pay overtime for hours worked in
12	excess of 32 and making corresponding amendments to other employment
13	statutes.
14	An act relating to establishing a 32-hour workweek
15	It is hereby enacted by the General Assembly of the State of Vermont:
16	* * * Overtime * * *
17	Sec. 1. 21 V.S.A. § 384 is amended to read:
18	§ 384. EMPLOYMENT; WAGES
19	* * *

1	(b) Notwithstanding subsection (a) of this section, an employer shall not
2	pay an employee less than one and one-half times the regular wage rate for any
3	work done by the employee in excess of $40 \underline{32}$ hours during a workweek.
4	However, this subsection shall not apply to:
5	* * *
6	* * * Employment of Children * * *
7	Sec. 2. 21 V.S.A. § 437 is amended to read:
8	§ 437. EMPLOYMENT OF CHILDREN; SPECIAL RESTRICTIONS;
9	HOURS FOR CHILDREN UNDER 16 YEARS
10	* * *
11	(b) A child under 16 years of age shall not be employed more than eight
12	hours in any one day or more than $40 \frac{32}{2}$ hours in any one week.
13	* * * Earned Sick Time * * *
14	Sec. 3. 21 V.S.A. § 482 is amended to read:
15	§ 482. EARNED SICK TIME
16	(a) An employee shall accrue not less than one hour of earned sick time for
17	every $\frac{52}{41}$ hours worked.
18	* * *
19	(c) An employer may:
20	(1) limit the amount of earned sick time accrued pursuant to this section
21	to÷

1	(A) from January 1, 2017 until December 31, 2018, a maximum of
2	24 hours in a 12-month period; and
3	(B) after December 31, 2018, a maximum of 40 hours in a 12-month
4	period; or
5	(2) limit to $40 \underline{32}$ hours the number of hours in each workweek for
6	which full-time employees not subject to the overtime provisions of the
7	Federal Fair Labor Standards Act, 29 U.S.C. § 213(a)(1), may accrue earned
8	sick time pursuant to this section.
9	* * *
10	* * * Short-Time Compensation * * *
11	Sec. 4. 21 V.S.A. § 1451 is amended to read:
12	§ 1451. DEFINITIONS
13	As used in this subchapter:
14	* * *
15	(7) "Usual weekly hours of work" means the normal hours of work for
16	full-time or part-time employees in the affected unit when that unit is operating
17	on its regular basis not to exceed $40 \underline{32}$ hours and not including hours of
18	overtime work.
19	* * *

- 1 \* \* \* Effective Date \* \* \*
- 2 Sec. 5. EFFECTIVE DATE
- 3 <u>This act shall take effect on July 1, 2024.</u>