H. 713

Introduced by Representatives Priestley of Bradford, Anthony of Barre City, Howard of Rutland City, McGill of Bridport, Mrowicki of Putney, Mulvaney-Stanak of Burlington, Nicoll of Ludlow, and Williams of Barre City

Referred to Committee on
Date:
Subject: Labor; employment practices; unemployment insurance; 32-hour workweek

Statement of purpose of bill as introduced: This bill proposes to establish a 32hour workweek by requiring employers to pay overtime for hours worked in excess of 32 and making corresponding amendments to other employment statutes.

An act relating to establishing a 32 -hour workweek
It is hereby enacted by the General Assembly of the State of Vermont:

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* * * \text { Overtime } * * *
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Sec. 1. 21 V.S.A. $\S 384$ is amended to read:
§ 384. EMPLOYMENT; WAGES
(b) Notwithstanding subsection (a) of this section, an employer shall not pay an employee less than one and one-half times the regular wage rate for any work done by the employee in excess of $40 \underline{32}$ hours during a workweek. However, this subsection shall not apply to:

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\begin{gathered}
* * * \\
* * * \text { Employment of Children } * * *
\end{gathered}
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Sec. 2. 21 V.S.A. § 437 is amended to read:
§ 437. EMPLOYMENT OF CHILDREN; SPECIAL RESTRICTIONS;
HOURS FOR CHILDREN UNDER 16 YEARS
(b) A child under 16 years of age shall not be employed more than eight hours in any one day or more than $40 \underline{32}$ hours in any one week.
*** Earned Sick Time ***
Sec. 3. 21 V.S.A. § 482 is amended to read:
§ 482. EARNED SICK TIME
(a) An employee shall accrue not less than one hour of earned sick time for every $52 \underline{41}$ hours worked.
(c) An employer may:
(1) limit the amount of earned sick time accrued pursuant to this section to $=$

24 heurs in a 12 menth period; and
(B) after December 31, 2018, a maximum of 40 hours in a 12-month period; or
(2) limit to $40 \underline{32}$ hours the number of hours in each workweek for which full-time employees not subject to the overtime provisions of the Federal Fair Labor Standards Act, 29 U.S.C. § 213(a)(1), may accrue earned sick time pursuant to this section.

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* * * \text { Short-Time Compensation } * * *
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Sec. 4. 21 V.S.A. § 1451 is amended to read:

## § 1451. DEFINITIONS

As used in this subchapter:
(7) "Usual weekly hours of work" means the normal hours of work for full-time or part-time employees in the affected unit when that unit is operating on its regular basis not to exceed $40 \underline{32}$ hours and not including hours of overtime work. This act shall take effect on July 1, 2024.

