1	S.201
2	Introduced by Senators Gulick, Vyhovsky, Watson and Wrenner
3	Referred to Committee on
4	Date:
5	Subject: Labor; employment practices; conditions for employment; delivery
6	vehicles; air conditioning
7	Statement of purpose of bill as introduced: This bill proposes to require
8	employers to provide employees with motor vehicles equipped with air
9	conditioning for use in the delivery, pickup, or transport of cargo and goods.
10 11	An act relating to requiring employers to provide delivery vehicles equipped with air conditioning
12	It is hereby enacted by the General Assembly of the State of Vermont:
13	Sec. 1. 21 V.S.A. § 310 is added to read:
14	§ 310. DELIVERY VEHICLES; AIR CONDITIONING
15	(a) An employer shall ensure that all delivery vehicles utilized by the
16	employer are equipped with a functioning air conditioning system that is able
17	to cool all portions of the delivery vehicle in which an employee may be
18	located while the delivery vehicle is operated on a public highway.

1	(b) This requirement shall not apply to an employer that utilizes a third
2	party to deliver, pick up, or transport cargo, goods, materials, packages,
3	products, or property on behalf of the employer.
4	(c) Notwithstanding section 303 of this subchapter, the penalty and
5	enforcement provisions of section 495b of this chapter shall apply to this
6	section.
7	(d) As used in this section:
8	(1) "Delivery vehicle" means any motor vehicle that is utilized for the
9	delivery, pickup, or transport of cargo, goods, materials, packages, products, or
10	property.
11	(2) "Motor vehicle" has the same meaning as in 23 V.S.A. § 4.
12	(3) "Public highway" has the same meaning as in 23 V.S.A. § 4.
13	Sec. 2. 9 V.S.A. § 4552 is amended to read:
14	§ 4552. DUTIES; JURISDICTION
15	* * *
16	(b)(1) The Commission shall have jurisdiction to investigate and enforce
17	complaints of unlawful discrimination in violation of chapter 139 of this title,
18	discrimination in public accommodations and rental and sale of real estate.
19	The Commission shall also have jurisdiction when the party complained
20	against is a State agency in matters for which the Attorney General would
21	otherwise have jurisdiction under subsection (c) of this section.

1	* * *
2	(c) All complaints of unlawful discrimination in violation of 21 V.S.A. §§
3	§ 495 et seq. and 710, the Fair Employment Practices Act and; 21 V.S.A.
4	§ 710, the provisions for workers' compensation discrimination, respectively,
5	and of; 21 V.S.A. § §§ 471 et seq. 474, the Parental and Family Leave Act;
6	and 21 V.S.A. § 310, air conditioning in delivery vehicles, shall be referred to
7	the Attorney General's office for investigation and enforcement.
8	Sec. 3. EFFECTIVE DATE
9	This act shall take effect on July 1, 2025.