(Draft No. 1.1 – H.704) 3/14/2024 - DJL - 10:56 AM

1	TO THE HOUSE OF REPRESENTATIVES:
2	The Committee on General and Housing to which was referred House Bill
3	No. 704 entitled "An act relating to disclosure of compensation in job
4	advertisements" reports that it has considered the same and recommends that
5	the bill be amended by striking out all after the enacting clause and inserting in
6	lieu thereof the following:
7	Sec. 1. 21 V.S.A. § 4950 is added to read:
8	<u>§ 4950. DISCLOSURE OF COMPENSATION TO PROSPECTIVE</u>
9	<u>EMPLOYEES</u>
10	(a)(1) An employer shall ensure that any advertisement of a Vermont job
11	opening shall include the following information:
12	(A) the compensation or range of compensation for the job opening;
13	and
14	(B) the job description, if any, for the job opening.
15	(2) An advertisement for a job opening that is paid solely on a
16	commission basis shall disclose that fact and is not required to disclose the
17	compensation or range of compensation pursuant to subdivision (1)(A) of this
18	subsection.
19	(b) It shall be a violation of this section and subdivision 495(a)(8) of this
20	subchapter for an employer to refuse to interview, hire, promote, or employ a

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1	current or prospective employee for asserting or exercising any rights provided
2	pursuant to this section.
3	(c) As used in this section:
4	(1) "Advertisement" means written notice, in any format, of a specific
5	job opening that is made available to potential applicants. "Advertisement"
6	does not include:
7	(A) general announcements that notify potential applicants that
8	employment opportunities may exist with the employer but do not identify any
9	specific job openings; or
10	(B) verbal announcements of employment opportunities that are
11	made in person or on the radio, television, or other digital or electronic
12	mediums.
13	(2) "Employer" means an employer, as defined pursuant to section 495d
14	of this subchapter, that employs five or more employees.
15	(3) "Potential applicants" includes both current employees of the
16	employer and members of the general public.
17	(4) "Range of compensation" means the minimum and maximum annual
18	salary or hourly wage that an employer for a job opening that the employer
19	believes in good faith to be accurate at the time the employer creates the
20	advertisement.

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1	(5) "Vermont job opening" and "job opening" mean any position of
2	employment that is:
3	(A) either:
4	(i) located in Vermont; or
5	(ii) if it is located outside Vermont, reports to a supervisor, office,
6	or work site in Vermont; and
7	(B) 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	Sec. 2. EFFECTIVE DATE
13	This act shall take effect on July 1, 2024.
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18	(Committee vote:)
19	
20	Representative
21	FOR THE COMMITTEE