

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. § 495o is added to read:

8 § 495o. DISCLOSURE OF COMPENSATION TO PROSPECTIVE
9 EMPLOYEES

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

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 for a job opening that the employer believes in good
19 faith to be accurate at the time the employer creates the advertisement.

20 (5) “Vermont job opening” and “job opening” mean any position of
21 employment that is:

- 1 (A) either:
- 2 (i) located in Vermont; or
- 3 (ii) if it is located outside Vermont, reports to a supervisor, office,
- 4 or work site in Vermont; and
- 5 (B) a position for which an employer is hiring, including:
- 6 (i) positions that are open to internal candidates or external
- 7 candidates, or both; and
- 8 (ii) positions into which current employees of the employer can
- 9 transfer or be promoted.

10 Sec. 2. EFFECTIVE DATE

11 This act shall take effect on January 1, 2025.

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(Committee vote: _____)

Representative _____
FOR THE COMMITTEE