T	T	HF	HO	NO	RΔ	RI	\mathbf{F}	SEN	JΔ	TE:
	σ	ul.	11()	\mathbf{L}	-	\mathbf{D}		OLIT	NД	ıı.

- The Committee on Economic Development, Housing and General Affairs to which was referred House Bill No. 55 entitled "An act relating to miscellaneous unemployment insurance amendments" respectfully reports that it has considered the same and recommends that the Senate propose to the House that the bill be amended by striking out all after the enacting clause and inserting in lieu thereof the following:
- 8 *** Unemployment Insurance * * *
- 9 Sec. __. 21 V.S.A. § 1325 is amended to read:
 - § 1325. EMPLOYERS' EXPERIENCE-RATING RECORDS;

DISCLOSURE TO SUCCESSOR ENTITY

(a)(1) The Commissioner shall maintain an experience-rating record for each employer. Benefits paid shall be charged against the experience-rating record of each subject employer who provided base-period wages to the eligible individual. Each subject employer's experience-rating charge shall bear the same ratio to total benefits paid as the total base-period wages paid by that employer bear to the total base-period wages paid to the individual by all base-period employers. The experience-rating record of an individual subject base-period employer shall not be charged for benefits paid to an individual under any of the following conditions:

21 ***

1	(2) If an individual's unemployment is directly caused by a major
2	disaster declared by the President of the United States pursuant to 42 U.S.C.
3	§ 5122 and the individual would have been eligible for federal disaster
4	unemployment assistance benefits but for the receipt of regular benefits, an
5	employer shall be relieved of charges for benefits paid to the individual with
6	respect to any week of unemployment occurring due to the natural disaster up
7	to a maximum amount of four 10 weeks.
8	* * *
9	[Waiver of Overpayment: Option 1]
10	Sec 21 V.S.A. § 1347 is amended to read:
11	§ 1347. NONDISCLOSURE OR MISREPRESENTATION
12	* * *
13	(f)(1) Notwithstanding any provision of subsection (a), (b), or (d) of this
14	section to the contrary, the Commissioner shall waive the full amount of any
15	overpayment that is not a result of the person's intentional misrepresentation of
16	or failure to disclose a material fact if:
17	(A) the overpayment occurs through no fault of the person; and
18	(B) recovery of the overpayment would be against equity and good
19	conscience.
20	(2) Upon making a determination that an overpayment occurred
21	pursuant to subsection (a) or (b) of this section, the Commissioner shall, to the

1	extent possible and in consideration of the information available to the
2	Department, determine whether waiver of the amount of overpaid benefits is
3	appropriate.
4	(3) The Commissioner shall provide notice of the right to request a
5	waiver of an overpayment with each determination that an overpayment has
6	occurred. The notice shall include clear instructions regarding how a person
7	may apply for a waiver.
8	(4) If the Commissioner denies an application for a waiver, the
9	Commissioner shall provide written notice of the person's right to appeal the
10	determination pursuant to subsection (h) of this section.
11	(g) The provisions of subsection (f) of this section shall, to the extent
12	permitted by federal law, apply to overpayments made in relation to any
13	federal unemployment insurance benefits or similar federal benefits, including
14	Disaster Unemployment Assistance and federal extended or supplemental
15	unemployment insurance benefits.
16	(h) Interested parties shall have the right to appeal from any determination
17	under this section and the same procedure shall be followed as provided for in
18	subsection 1348(a) and section 1349 of this title.
19	(i) The Commissioner shall not attempt to recover an overpayment or
20	withhold any amount of unemployment insurance benefits from a person until
21	after the Commissioner has made a final determination regarding whether an

1	overpayment of benefits to the person occurred and the person's right to appeal
2	the determination has been exhausted.
3	[Waiver of Overpayment: Option 2]
4	Sec 21 V.S.A. § 1347 is amended to read:
5	§ 1347. NONDISCLOSURE OR MISREPRESENTATION;
6	OVERPAYMENTS; WAIVER
7	* * *
8	(f)(1) Notwithstanding any provision of subsection (a), (b), or (d) of this
9	section to the contrary, the Commissioner shall waive the full amount of any
10	overpayment that is not a result of the person's intentional misrepresentation of
11	or failure to disclose a material fact if:
12	(A) the overpayment occurs through no fault of the person; and
13	(B) recovery of the overpayment would be against equity and good
14	conscience.
15	(2) A person may request a waiver of an overpayment at any time after
16	receiving notice of a determination pursuant to subsection (a) or (b) of this
17	section.
18	(3) Upon making a determination that an overpayment occurred
19	pursuant to subsection (a) or (b) of this section, the Commissioner shall, to the
20	extent possible and in consideration of the information available to the

l	Department, determine whether waiver of the amount of overpaid benefits is
2	appropriate.
3	(4) The Commissioner shall provide notice of the right to request a
4	waiver of an overpayment with each determination that an overpayment has
5	occurred. The notice shall include clear instructions regarding the
6	circumstances under which a waiver may be granted and how a person may
7	apply for a waiver.
8	(5) If the Commissioner denies an application for a waiver, the
9	Commissioner shall provide written notice of:
10	(A) the denial with enough information to ensure that the person can
11	understand the reason for the denial; and
12	(B) the person's right to appeal the determination pursuant to
13	subsection (h) of this section.
14	(g) The provisions of subsection (f) of this section shall, to the extent
15	permitted by federal law, apply to overpayments made in relation to any
16	federal unemployment insurance benefits or similar federal benefits.
17	(h) Interested parties shall have the right to appeal from any determination
18	under this section and the same procedure shall be followed as provided for in
19	subsection 1348(a) and section 1349 of this title.
20	(i) The Commissioner shall not attempt to recover an overpayment or
21	withhold any amounts of unemployment insurance benefits from a person:

1	(1) until after the Commissioner has made a final determination
2	regarding whether an overpayment of benefits to the person occurred and the
3	person's right to appeal the determination has been exhausted; or
4	(2) if the person filed an application for a waiver, until after the
5	Commissioner has made a final determination regarding the application and
6	the person's right to appeal the determination to the referee or to the Board has
7	been exhausted.
8	(j)(1) The Commissioner shall provide any person who received an
9	overpayment of benefits and is not currently receiving benefits pursuant to this
10	chapter with the option of entering into a plan to repay the amount of the
11	overpayment. The plan shall provide for reasonable weekly, biweekly, or
12	monthly payments in an amount that permits the person to continue to afford
13	the person's ordinary living expenses.
14	(2) The Commissioner shall permit a person to request a modification to a
15	repayment plan created pursuant to this subsection if the person's ability to
16	afford ordinary living expenses changes.
17	Sec 21 V.S.A. § 1347 is amended to read:
18	§ 1347. NONDISCLOSURE OR MISREPRESENTATION;
19	OVERPAYMENTS; WAIVER
20	* * *

1	(d) In any case in which under this section a person is liable to repay any
2	amount to the Commissioner for the Fund, the Commissioner may withhold, in
3	whole or in part, any future benefits payable to such the person, in amounts
4	equal to not more than 50 percent of the person's weekly benefit amount, and
5	credit such the withheld benefits against the amount due from such the person
6	until it is repaid in full, less any penalties assessed under subsection (c) of this
7	section.
8	* * *
9	Sec WAIVER OF UI OVERPAYMENT; RULEMAKING
10	On or before November 1, 2024, the Employment Security Board shall
11	commence rulemaking and file proposed rule amendments pursuant to
12	3 V.S.A. § 838 as necessary to implement the provisions of Sec. of this act,
13	amending 21 V.S.A. § 1347.
14	[UI Fraud Prevention]
15	Sec 21 V.S.A. § 1368 is amended to read:
16	§ 1368. FALSE STATEMENTS TO INCREASE PAYMENTS
17	(a) A person shall not willfully and who intentionally make makes a false
18	statement or representation to obtain or, increase, or initiate any benefit or
19	other payment under this chapter, either for himself, herself, whether for
20	themselves or any other person, shall, after notice and an opportunity for a
21	hearing, be:

1	(1) hable to repay the amount of overpaid benefits and any applicable
2	penalty imposed pursuant to section 1347 of this chapter;
3	(2) assessed a further administrative penalty of up to \$5,000.00; and
4	(3) ineligible to receive benefits pursuant to this chapter for a period of
5	five years from the date on which the false statement or representation was
6	discovered.
7	(b) Interested parties shall have the right to appeal from any determination
8	under this section and the same procedure shall be followed as provided for in
9	subsection 1348(a) and section 1349 of this chapter.
10	(c) The Commissioner may collect an unpaid administrative penalty by
11	filing a civil action in the Superior Court.
12	Sec 21 V.S.A. § 1347 is amended to read:
13	§ 1347. NONDISCLOSURE OR MISREPRESENTATION
14	* * *
15	(e) In addition to the foregoing, when it is found by the Commissioner
16	finds that a person intentionally misrepresented or failed to disclose a material
17	fact with respect to his or her the person's claim for benefits and in the event
18	the person is not prosecuted, the Commissioner shall prosecute the person
19	under section 1368 of this title and penalty provided in section 1373 of this
20	title is not imposed, the person shall be disqualified and shall not be entitled to
21	receive benefits to which he or she would otherwise be entitled after the

1	determination for such number of weeks not exceeding 26 as the
2	Commissioner shall deem just. The notice of determination shall also specify
3	the period of disqualification imposed hereunder.
4	* * *
5	* * * Unemployment Insurance Technical Corrections * * *
6	Sec 21 V.S.A. § 1301 is amended to read:
7	§ 1301. DEFINITIONS
8	As used in this chapter:
9	* * *
10	(3) "Contributions" means the money payments to the State
11	Unemployment Compensation <u>Trust</u> Fund required by this chapter.
12	* * *
13	(25) "Son," "daughter," and "child" include "Child" includes an
14	individual's biological child, foster child, adoptive child, stepchild, a child for
15	whom the individual is listed as a parent on the child's birth certificate, a legal
16	ward of the individual, a child of the individual's spouse, or a child that the
17	individual has day-to-day responsibilities to care for and financially support.
18	* * *
19	Sec 21 V.S.A. § 1321(d) is amended to read:
20	(d) Financing benefits paid to employees of State. In lieu of contributions
21	required of employers subject to this chapter, the State of Vermont, including

State hospitals but excluding any State institution of higher education, shall
pay to the Commissioner, for the Unemployment Compensation <u>Trust</u> Fund, an
amount equal to the amount of benefits paid, including the full amount of
extended benefits paid, attributable to service by individuals in the employ of
the State. At the end of each calendar quarter, or at the end of any other period
as determined by the Commissioner, the Commissioner shall bill the State for
the amount of benefits paid during such the quarter or other prescribed period
that is attributable to service in the employ of the State. Subdivisions (c)(3)(C)
through (3)(F), inclusive, and subdivisions (c)(5) and (6) of this section as they
apply to nonprofit organizations shall also apply to the State of Vermont,
except that the State shall be liable for all benefits paid, including the full
amount of extended benefits paid, attributable to service in the employ of the
State.
Sec 21 V.S.A. § 1361 is amended to read:
§ 1361. MANAGEMENT OF FUNDS UPON DISCONTINUANCE OF
UNEMPLOYMENT TRUST FUND
The provisions of sections 1358–1360 of this title subchapter to the extent
that they relate to the <u>federal</u> Unemployment Trust Fund, shall be operative
only so long as such if the federal Unemployment Trust Fund continues to
exist and so long as the <u>U.S.</u> Secretary of the Treasury continues to maintain
for this State a separate book account of all Funds deposited therein in the

1	federal Unemployment Trust Fund by this State for benefit purposes, together
2	with this State's proportionate share of the earnings of such the Unemployment
3	Trust Fund, from which only the Commissioner of Labor is permitted to make
4	withdrawals. If and when such Unemployment Trust Fund shall federal law no
5	longer be required by the laws of the United States requires the federal
6	<u>Unemployment Trust Fund</u> to be maintained as aforesaid as a condition of
7	approval of this chapter as provided in Title III of the Social Security Act, then
8	all monies, properties, or securities therein in the federal Unemployment Trust
9	<u>Fund</u> , belonging to the Unemployment Compensation <u>Trust</u> Fund of this State,
10	shall be transferred to the treasurer of the Unemployment Compensation <u>Trust</u>
11	Fund, who shall hold, invest, transfer, sell, deposit, and release such the
12	monies, properties, or securities in a manner approved by the Commissioner
13	and appropriate for trust funds, subject to all claims for benefits under this
14	chapter.
15	Sec 21 V.S.A. § 1362 is amended to read:
16	§ 1362. UNEMPLOYMENT COMPENSATION ADMINISTRATION
17	FUND
18	There is hereby created the The Unemployment Compensation
19	Administration Fund is created to consist of all monies received by the State or
20	by the Commissioner for the administration of this chapter. This special fund
21	The Unemployment Compensation Administration Fund shall be a special

1	fund managed pursuant to 32 V.S.A. chapter 7, subchapter 5. The
2	<u>Unemployment Compensation Administration Fund shall be</u> handled through
3	the State Treasurer as other State monies are handled, but it shall be expended
4	solely for the purposes and in the amounts found necessary by the Secretary of
5	Labor for the proper and efficient administration of such this chapter and its
6	balance shall not lapse at any time but shall remain continuously available to
7	the Commissioner for expenditures consistent herewith with the provisions of
8	this section. All federal monies allotted or apportioned to the State by the
9	Secretary of Labor, or other agency, for the administration of this chapter shall
10	be paid into the Unemployment Compensation Administration Fund and are
11	hereby appropriated to such the Unemployment Compensation Administration
12	Fund.
13	Sec 21 V.S.A. § 1365 is amended to read:
14	§ 1365. CONTINGENT FUND
15	(a) There is hereby created a special fund to be known as the Contingent
16	Fund. All interest, fines, and penalties collected under the provisions of the
17	unemployment compensation law after April 1, 1947 this chapter, together
18	with any voluntary contributions tendered as a contribution to this the
19	Contingent Fund, shall be paid into this the Contingent Fund. Such The
20	monies shall not be expended or available for expenditures in any manner
21	which that would permit their substitution for, or a corresponding reduction in,

1 federal funds which that would in the absence of such the monies be available 2 to finance expenditures for the administration of the unemployment 3 compensation law. 4 (b) But nothing Nothing in this chapter shall prevent such the monies from 5 being used as a revolving fund to cover expenditures, necessary and proper 6 under the law for which federal funds have been duly requested but not yet 7 received, subject to the charging of such the expenditures against such the 8 funds when received. 9 (c) The monies in this the Contingent Fund shall be used by the 10 Commissioner for the payment of costs of administration which that are found 11 not to have been properly and validly chargeable against federal grants, or 12 other funds, received for or in the Unemployment Compensation 13 Administration Fund on or after January 1, 1947. No expenditure of the 14 Contingent Fund shall be made unless and until the Commissioner finds that 15 no other funds are available or can properly be used to finance such the 16 expenditures. 17 (d) The State Treasurer shall co-sign all expenditures from this the 18 Contingent Fund authorized by the Commissioner. 19 (e) The monies in this the Contingent Fund are hereby specifically made 20 available to replace, within a reasonable time, any monies received by this 21 State pursuant to section 302 of the federal Social Security Act, as amended,

1	which 42 U.S.C. § 502 that because of any action or contingency, have been
2	lost or have been expended for purposes other than, or in amounts in excess of,
3	those necessary for the proper administration of the unemployment
4	compensation law.
5	(f) The monies in this the Contingent Fund shall be continuously available
6	to the Commissioner for expenditure in accordance with the provisions of this
7	section and shall not lapse at any time or be transferred to any other fund
8	except as herein provided pursuant to this section.
9	(g) Provided, however, that on On December 31 of each year, all monies in
10	excess of \$10,000.00 in this the Contingent Fund shall be transferred to the
11	Unemployment Compensation <u>Trust</u> Fund. On or before March 31 of each
12	year, an audit of this the Contingent Fund will shall be completed and a report
13	of that audit will shall be made public.
14	(h) In the event that a refund of interest, a fine, or a penalty is found
15	necessary, and such the interest, fine, or penalty has been deposited in the
16	Contingent Fund, such the refund shall be made from the Contingent Fund.
17	Sec 21 V.S.A. § 1368 is amended to read:
18	[SHOULD BE COMBINED WITH SECTION AMENDING 21 V.S.A. § 1368
19	FROM SEN. BROCK'S UI FRAUD LANGUAGE IF THAT REMAINS IN
20	THE BILL]

1	§ 1368. FALSE STATEMENTS TO INCREASE PAYMENTS
2	A person shall not willfully and intentionally make a false statement or
3	representation to obtain or increase any benefit or other payment under this
4	chapter, either for himself, herself, the person or any other person.
5	* * * Workers' Compensation * * *
6	Sec 2023 Acts and Resolves No. 76, Sec. 38 is amended to read:
7	Sec. 38. ADOPTION OF RULES
8	The Commissioner of Labor shall, on or before July 1, 2024, adopt rules as
9	necessary to implement the provisions of Secs. <u>29</u> , 30, 31, 32, 33, 34, 35 , <u>36</u> ,
10	and 37, and 38 of this act.
11	Sec 21 V.S.A. § 601 is amended to read:
12	§ 601. DEFINITIONS
13	As used in this chapter:
14	* * *
15	(11) "Personal injury by accident arising out of and in the course of
16	employment" includes an injury caused by the willful act of a third person
17	directed against an employee because of that employment.
18	* * *
19	(I)(i) In the case of police officers, rescue or ambulance workers, or
20	firefighters, or State employees, as that term is defined pursuant to subdivision
21	(iii)(VI) of this subdivision (11)(I), post-traumatic stress disorder that is

1	diagnosed by a mental health professional shall be presumed to have been
2	incurred during service in the line of duty and shall be compensable, unless it
3	is shown by a preponderance of the evidence that the post-traumatic stress
4	disorder was caused by nonservice-connected risk factors or nonservice-
5	connected exposure.
6	(ii) A police officer, rescue or ambulance worker, or firefighter, or
7	State employee who is diagnosed with post-traumatic stress disorder within
8	three years of following the last active date of employment as a police officer,
9	rescue or ambulance worker, or firefighter, or State employee shall be eligible
10	for benefits under this subdivision (11).
11	(iii) As used in this subdivision (11)(I):
12	(I) "Classified employee" means an employee in the classified
13	service, as defined pursuant to 3 V.S.A. § 311.
14	(II) "Firefighter" means a firefighter as defined in 20 V.S.A.
15	§ 3151(3) and (4).
16	(II)(III) "Mental health professional" means a person with
17	professional training, experience, and demonstrated competence in the
18	treatment and diagnosis of mental conditions, who is certified or licensed to
19	provide mental health care services and for whom diagnoses of mental
20	conditions are within his or her the person's scope of practice, including a

1	physician, nurse with recognized psychiatric specialties, psychologist, clinical
2	social worker, mental health counselor, or alcohol or drug abuse counselor.
3	(III)(IV) "Police officer" means a law enforcement officer who
4	has been certified by the Vermont Criminal Justice Council pursuant to
5	20 V.S.A. chapter 151.
6	(IV)(V) "Rescue or ambulance worker" means ambulance
7	service, emergency medical personnel, first responder service, and volunteer
8	personnel as defined in 24 V.S.A. § 2651.
9	(VI) "State employees" means:
10	(aa) facility employees of the Department of Corrections;
11	(bb) employees of the Department of Corrections who
12	provide direct security or treatment services to offenders under supervision in
13	the community;
14	(cc) classified employees of State-operated therapeutic
15	community residences or inpatient psychiatric hospital units;
16	(dd) classified employees of public safety answering points;
17	(ee) classified employees of the Family Services Division of
18	the Department for Children and Families;
19	(ff) classified employees of the Vermont Veterans' Home;
20	<u>and</u>

1	(gg) classified employees of the Department of State's
2	Attorneys and Sheriffs, State's Attorneys, and employees of the Department of
3	State's Attorneys and Sheriffs who are assigned to a State's Attorney's field
4	office.
5	* * *
6	Sec SURVEY OF FIRE DEPARTMENTS; REPORT
7	(a) The Executive Director of the Division of Fire Safety shall survey
8	Vermont municipal fire departments and private volunteer fire departments
9	regarding the following information:
10	(1) the number of firefighters in the department;
11	(2) the age of each firefighter in the department;
12	(3) the number of firefighters in the department that use tobacco;
13	(4) for professional firefighters, the annual salary or hourly wage of
14	each firefighter; and
15	(5) for volunteer firefighters, the annual salary or hourly wage of each
16	volunteer firefighter in the volunteer firefighter's regular employment.
17	(b) All information requested pursuant subsection (a) of this section shall
18	be requested in an anonymized form.
19	(c) On or before December 15, 2024, the Executive Director shall report to
20	the Commissioner of Financial Regulation, the Senate Committee on
21	Economic Development, Housing and General Affairs and the House

1	Committee on Commerce and Economic Development regarding the results of
2	the survey.
3	Sec FIREFIGHTERS' WORKERS' COMPENSATION CLAIMS FOR
4	CANCER; ANNUAL REPORT
5	(a) The Commissioner of Financial Regulation shall, on or before
6	December 15 of 2024, 2025, 2026, 2027, and 2028, report to the Senate
7	Committee on Economic Development, Housing and General Affairs and the
8	House Committee on Commerce and Economic Development regarding:
9	(1) the number of workers' compensation claims for cancer that were
10	submitted by Vermont firefighters in the previous 12 months;
11	(2) the number and percentage of those claims that were approved;
12	(3) the number and percentage of those claims that were for a type of
13	cancer that is not listed in 21 V.S.A. § 601(11)(E)(iii); and
14	(4) the number of those claims that were reported to the National
15	Firefighter Registry for Cancer.
16	(b) All workers' compensation insurers doing business in Vermont shall
17	report to the Commissioner of Financial Regulation, in a time and manner
18	specified by the Commissioner:
19	(1) the number of workers' compensation claims for cancer that were
20	received by the insurer from Vermont firefighters;
21	(2) the number of those claims that were approved; and

1	(3) the types of cancer for which the claims were submitted.
2	(c) The December 15, 2028 report required pursuant to subsection (a) of
3	this section shall, in addition to setting forth the information required pursuant
4	to subsection (a):
5	(1) aggregate and summarize the data required pursuant to subsection
6	(a) for the preceding five years;
7	(2) compare the incidence of cancer among firefighters in Vermont to
8	the incidence of cancer among firefighters nationally; and
9	(3) include a recommendation regarding any legislative action needed to
10	better address the occurrence of cancer among firefighters in Vermont.
11	Sec DIVISION OF FIRE SAFETY; FIRE DEPARTMENTS;
12	GRANTS TO SUBSIDIZE ANNUAL CANCER SCREENING
13	(a) The amount of \$1,000,000.00 is appropriated from the General Fund to
14	the Division of Fire Safety in fiscal year 2025 to subsidize the cost of
15	providing cancer screening to all Vermont professional and volunteer
16	firefighters, as well as all enrollees in the Vermont Fire Academy Firefighter I
17	program.
18	(b) The Executive Director of the Division of Fire Safety, in consultation
19	with the Commissioner of Health, shall establish standards for cancer
20	screening methods that are eligible for grant funding. The standards shall
21	require, at a minimum, that the screening satisfies the requirements of the

1	Standard on Comprehensive Occupational Medical Program for Fire
2	Departments, NFPA 1582.
3	(c) The Executive Director shall develop a simple application process for
4	fire departments seeking grants provided pursuant to this section.
5	* * * Unpaid Medical Leave * * *
6	Sec 21 V.S.A. § 471 is amended to read:
7	§ 471. DEFINITIONS
8	As used in this subchapter:
9	* * *
10	(3) "Family leave" means a leave of absence from employment by an
11	employee who works for an employer which that employs 15 or more
12	individuals who are employed for an average of at least 30 hours per week
13	during the year for one of the following reasons:
14	(A) the serious illness health condition of the employee; or
15	(B) the serious illness health condition of the employee's child,
16	stepchild or ward who lives with the employee, foster child, parent, spouse, or
17	parent of the employee's spouse.
18	(4) "Health care provider" means a licensed health care provider or a
19	health care provider as defined pursuant to 29 C.F.R. § 825.125.
20	(5) "Parental leave" means a leave of absence from employment by an
21	employee who works for an employer which that employs 10 or more

1	individuals who are employed for an average of at least 30 hours per week
2	during the year for one of the following reasons:
3	* * *
4	(5)(6) "Serious illness health condition" means:
5	(A) an accident, illness, injury, disease, or physical or mental
6	condition that:
7	(A)(i) poses imminent danger of death;
8	(B)(ii) requires inpatient care in a hospital, hospice, or residential
9	medical care facility; or
10	(C)(iii) requires continuing in home care under the direction of
11	treatment by a physician health care provider; or
12	(B) rehabilitation from an accident, illness, injury, disease, or
13	physical or mental condition described in subdivision (A) of this subdivision
14	(6), including treatment for substance use disorder.
15	Sec 21 V.S.A. § 472 is amended to read:
16	§ 472. LEAVE
17	(a) During any 12-month period, an employee shall be entitled to take
18	unpaid leave for a period not to exceed 12 weeks:
19	* * *
20	(2) for family leave, for the serious illness health condition of the
21	employee or the employee's child, stepchild or ward of the employee who lives

1	with the employee, foster child, parent, spouse, or parent of the employee's
2	spouse.
3	* * *
4	(e)(1) An employee shall give reasonable written notice of intent to take
5	leave under this subchapter. Notice shall include the date the leave is expected
6	to commence and the estimated duration of the leave.
7	(2) In the case of the adoption or birth of a child, an employer shall not
8	require that notice be given more than six weeks prior to the anticipated
9	commencement of the leave.
10	(3) In the case of <u>a</u> serious <u>illness</u> <u>health condition</u> of the employee or a
11	member of the employee's family, an employer may require certification from
12	a physician health care provider to verify the condition and the amount and
13	necessity for the leave requested.
14	(4) An employee may return from leave earlier than estimated upon
15	approval of the employer.
16	(5) An employee shall provide reasonable notice to the employer of his
17	or her the need to extend leave to the extent provided by this chapter
18	subchapter.
19	* * *
20	(h) Except for serious illness health condition of the employee, an
21	employee who does not return to employment with the employer who provided

1	the leave shall return to the employer the value of any compensation paid to or
2	on behalf of the employee during the leave, except payments for accrued sick
3	leave or vacation leave.
4	* * * Baby Bonds Trust Program * * *
5	Sec 3 V.S.A. chapter 20 is added to read:
6	CHAPTER 20. VERMONT BABY BOND TRUST
7	§ 601. DEFINITIONS
8	As used in this chapter:
9	(1) "Designated beneficiary" means an individual born on or after July
10	1, 2024 who was eligible at birth for coverage in the Dr. Dynasaur program
11	established in accordance with Title XIX (Medicaid) and Title XXI (SCHIP) of
12	the Social Security Act or for coverage available pursuant to 33 V.S.A. chapter
13	19, subchapter 9.
14	(2) "Eligible expenditure" means an expenditure associated with any of
15	the following, each as prescribed by the Treasurer:
16	(A) education of a designated beneficiary;
17	(B) purchase of a dwelling unit or real property in Vermont by a
18	designated beneficiary;
19	(C) investment in a business in Vermont by a designated beneficiary;
20	<u>or</u>

1	(D) investment or rollover in a qualified retirement account,
2	Section 529 account, or Section 529A account established for the benefit of a
3	designated beneficiary.
4	(3) "Trust" means the Vermont Baby Bond Trust established by this
5	chapter.
6	§ 602. VERMONT BABY BOND TRUST; ESTABLISHMENT
7	(a) There is established the Vermont Baby Bond Trust, to be administered
8	by the Office of the State Treasurer. The Trust shall constitute an
9	instrumentality of the State and shall perform essential governmental functions
10	as provided in this chapter. The Trust shall receive and hold until disbursed in
11	accordance with section 607 of this title all payments, deposits, and
12	contributions intended for the Trust; as well as gifts, bequests, and
13	endowments; federal, State, and local grants; any other funds from any public
14	or private source; and all earnings on these funds.
15	(b)(1) The amounts on deposit in the Trust shall not constitute property of
16	the State, and the Trust shall not be construed to be a department, institution, or
17	agency of the State. Amounts on deposit in the Trust shall not be commingled
18	with State funds, and the State shall have no claim to or against, or interest in,
19	the amounts on deposit in the Trust.
20	(2) Any contract entered into by, or any obligation of, the Trust shall not
21	constitute a debt or obligation of the State, and the State shall have no

1	obligation to any designated beneficiary or any other person on account of the		
2	<u>Trust.</u>		
3	(3) All amounts obligated to be paid from the Trust shall be limited to		
4	the amounts available for that obligation on deposit in the Trust, and the		
5	availability of amounts for a class of designated beneficiaries does not		
6	constitute an assurance that amounts will be available to the same degree, or at		
7	all, to another class of designated beneficiaries. The amounts on deposit in the		
8	Trust shall only be disbursed in accordance with the provisions of section 607		
9	of this title.		
10	(4) The Trust shall continue in existence until it no longer holds any		
11	deposits or has any obligations and its existence is terminated by law. Upon		
12	termination, any unclaimed assets shall return to the State and shall be		
13	governed by the provisions of 27 V.S.A chapter 18.		
14	(c) The Treasurer shall be responsible for receiving, maintaining,		
15	administering, investing, and disbursing amounts from the Trust. The Trust		
16	shall not receive deposits in any form other than cash.		
17	§ 603. TREASURER'S TRUST AUTHORITY		
18	The Treasurer, on behalf of the Trust and for purposes of the Trust, may:		
19	(1) receive and invest monies in the Trust in any instruments,		
20	obligations, securities, or property in accordance with section 604 of this title;		

1	(2) enter into one or more contractual agreements, including contracts		
2	for legal, actuarial, accounting, custodial, advisory, management,		
3	administrative, advertising, marketing, or consulting services, for the Trust and		
4	pay for such services from the assets of the Trust;		
5	(3) procure insurance in connection with the Trust's property, assets,		
6	activities, or deposits and pay for such insurance from the assets of the Trust;		
7	(4) apply for, accept, and expend gifts, grants, and donations from public		
8	or private sources to enable the Trust to carry out its objectives;		
9	(5) adopt rules pursuant to 3 V.S.A. chapter 25;		
10	(6) sue and be sued;		
11	(7) establish one or more funds within the Trust and expend reasonable		
12	amounts from the funds for internal costs of administration; and		
13	(8) take any other action necessary to carry out the purposes of this		
14	chapter.		
15	§ 604. INVESTMENT OF FUNDS IN THE TRUST		
16	The Treasurer shall invest the amounts on deposit in the Trust in a manner		
17	reasonable and appropriate to achieve the objectives of the Trust, exercising		
18	the discretion and care of a prudent person in similar circumstances with		
19	similar objectives. The Treasurer shall give due consideration to the rate of		
20	return, risk, term or maturity, and liquidity of any investment; diversification		
21	of the total portfolio of investments within the Trust; projected disbursements		

1	and expenditures; and the expected payments, deposits, contributions, and gifts		
2	to be received. The Treasurer shall not invest directly in obligations of the		
3	State or any political subdivision of the State or in any investment or other		
4	fund administered by the Treasurer. The assets of the Trust shall be		
5	continuously invested and reinvested in a manner consistent with the		
6	objectives of the Trust until disbursed for eligible expenditures or expended on		
7	expenses incurred by the operations of the Trust.		
8	§ 605. EXEMPTION FROM TAXATION		
9	The property of the Trust and the earnings on the Trust shall be exempt		
10	from all taxation by the State or any political subdivision of the State.		
11	§ 606. MONIES INVESTED IN TRUST NOT CONSIDERED ASSETS OR		
12	INCOME		
13	(a) Notwithstanding any provision of law to the contrary, and to the extent		
14	permitted by federal law, no sum of money invested in the Trust shall be		
15	considered to be an asset or income for purposes of determining an		
16	individual's eligibility for assistance under any program administered by the		
17	Agency of Human Services.		
18	(b) Notwithstanding any provision of law to the contrary, no sum of money		
19	invested in the Trust shall be considered to be an asset for purposes of		
20	determining an individual's eligibility for need-based institutional aid grants		
21	offered to an individual by a public postsecondary school located in Vermont.		

1	§ 607. ACCOUNTING FOR DESIGNATED BENEFICIARY; CLAIMS	
2	REQUIREMENTS	
3	(a) The Treasurer shall establish in the Trust an accounting for each	
4	designated beneficiary in the amount of \$3,200.00. Each accounting shall	
5	include the initial amount of \$3,200.00, plus the designated beneficiary's pro	
6	rata share of total net earnings from investments of sums held in the Trust.	
7	(b) A designated beneficiary shall become eligible to receive the total sum	
8	of the accounting under subsection (a) of this section upon the designated	
9	beneficiary's 18th birthday and completion of a financial coaching requirement	
10	as prescribed by the Treasurer. The sum shall only be used for eligible	
11	expenditures.	
12	(c) The Treasurer shall create a financial coaching program and materials	
13	designed to educate designated beneficiaries and others about the permissible	
14	use of funds available under this chapter.	
15	(d) A designated beneficiary, or the designated beneficiary's authorized	
16	representative in the case of a designated beneficiary unable to make a claim	
17	due to disability, may submit a claim for accounting until the designated	
18	beneficiary's 30th birthday, provided the designated beneficiary is a resident of	
19	the State at the time of the claim. If a designated beneficiary dies before	
20	submitting a valid claim or fails to submit a valid claim before the designated	

1	beneficiary's 30th birthday, the designated beneficiary's accounting shall be	
2	credited back to the assets of the Trust.	
3	(e) The Treasurer shall adopt rules pursuant to 3 V.S.A. chapter 25 to carry	
4	out the purposes of this section, including prescribing the process for	
5	submitting a valid claim for accounting.	
6	§ 608. DATA SHARING	
7	In carrying out the purposes of this chapter, the Treasurer may enter into an	
8	intergovernmental agreement or memorandum of understanding with any	
9	agency or instrumentality of the State requiring disclosure to execute the	
10	purposes of this chapter to receive outreach, technical assistance, enforcement,	
11	and compliance services; collection or dissemination of information pertinent	
12	to the Trust, including protected health information and personal identification	
13	information, subject to such obligations of confidentiality as may be agreed to	
14	or required by law; or other services or assistance.	
15	§ 609. IMPLEMENTATION; PILOT PROGRAM	
16	The Treasurer's duty to implement this chapter is contingent upon	
17	publication by the Treasurer of an official statement that the Treasurer has	
18	received donations designated for purposes of implementation or	
19	administration of the Trust in an amount sufficient to operate a pilot program.	
20	Upon publication, the Treasurer shall commence a pilot program implementing	
21	the Trust pursuant to the provisions of this chapter. The pilot program shall be	

1	used to evaluate the impact, effectiveness, and operational necessities of a	
2	permanent program consistent with this chapter.	
3	Sec VERMONT BABY BOND TRUST; HOUSING OPPORTUNITIES;	
4	REPORT	
5	(a) The Office of the State Treasurer, in consultation with interested	
6	stakeholders, shall evaluate the following issues and options under the	
7	Vermont Baby Bond Trust program established in 3 V.S.A. chapter 20:	
8	(1) increasing housing opportunities in Vermont through investment of	
9	Trust funds, including:	
10	(A) how the Treasurer may, consistent with the Treasurer's fiduciary	
11	obligations and subject to the provisions of 32 V.S.A. chapter 7, subchapter 2,	
12	invest the funds to advance housing opportunities in Vermont;	
13	(B) the amount of funds that could be invested in this manner; and	
14	(C) the anticipated impact of these investments on housing in	
15	Vermont;	
16	(2) potential funding sources for the program;	
17	(3) creating eligibility conditions for, and safeguards to protect, a	
18	beneficiary's investment in a business in Vermont;	
19	(4) additional mechanisms to encourage beneficiaries to stay in	
20	Vermont, including:	

1	(A) incentives to encourage beneficiaries to expend funds on		
2	education at in-State institutions; and		
3	(B) the feasibility of limiting expenditures on education to in-State		
4	institutions while permitting waivers to access out-of-State institutions based		
5	on program availability and capacity;		
6	(5) modifications to the financial coaching element of the program,		
7	including:		
8	(A) ensuring a parent or caretaker of a beneficiary is made aware of		
9	the program at or around the time of the beneficiary's birth and offered a		
10	financial coaching program substantially similar to that offered beneficiaries;		
11	(B) providing additional financial coaching opportunities for		
12	beneficiaries who delay withdrawing funds after meeting eligibility conditions:		
13	(C) utilizing an advisory board to assist in developing the financial		
14	coaching element; and		
15	(D) measures to expand financial coaching to all children living in		
16	Vermont:		
17	(6) measures for achieving inflationary adjustment of the statutorily		
18	mandated accounting;		
19	(7) whether additional needs-based programs administered by the State		
20	may be impacted by a beneficiary's entitlement to funds in the Trust;		

1	(8) the feasibility of altering the program to permit unclaimed funds to	
2	roll over into a beneficiary's retirement account, including mechanisms for	
3	creating an account on behalf of a beneficiary and ensuring funds in the	
4	account are not accessible until the beneficiary reaches retirement age; and	
5	(9) any other issues relating to the Vermont Baby Bond Trust	
6	investments that the Treasurer identifies as warranting study.	
7	(b) On or before January 15, 2025, the Office of the State Treasurer shall	
8	submit a written report to the General Assembly with its findings and any	
9	recommendations for legislative action.	
10	* * * Effective Dates * * *	
11	Sec EFFECTIVE DATES	
12	(a) This section and Sec (workers' compensation rulemaking technical	
13	corrections) shall take effect on passage.	
14	(b) Sec (amending 21 V.S.A. § 1347(d)) shall take effect upon the	
15	earlier of July 1, 2026 or the implementation of the Department of Labor's	
16	updated unemployment insurance information technology system.	
17	(c) The remaining sections of this act shall take effect on July 1, 2024.	
18	and that after passage the title of the bill be amended to read: "An act relating	
19	to miscellaneous unemployment insurance, workers' compensation, and	
20	employment practices amendments"	
21		

1		
2		
3	(Committee vote:)	
4		
5		Senator

(Draft No. 3.1 – H.55)

6

4/18/2024 – DJL/JLG – 8:32 PM

Page 34 of 34

FOR THE COMMITTEE