
This act summary is provided for the convenience of the public and members of the General Assembly. It is intended to provide a general summary of the act and may not be exhaustive. It has been prepared by the staff of the Office of Legislative Counsel without input from members of the General Assembly. It is not intended to aid in the interpretation of legislation or to serve as a source of legislative intent.

Act No. 32 (H.461). An act relating to expanding employee access to unpaid leave

Subjects: Labor; employment practices; Parental and Family Leave Act

This act expands the definition of a family member in Vermont's Parental and Family Leave Act to provide individuals in nontraditional family structures with equal access to caregiving leave. The act also extends coverage to airline flight crew who meet the special eligibility requirements for coverage under the federal Family and Medical Leave Act. The act expands the definition of parental leave to include an employee's recovery from childbirth or miscarriage, or to care for a foster child. The act permits eligible employees to take up to 12 weeks of unpaid, job-protected leave annually for safe leave if an employee or an employee's family member is the victim of domestic violence, sexual assault, or stalking. The act also permits eligible employees to use up to two weeks for bereavement leave, with no more than five workdays to be taken consecutively. Finally, the act permits covered employees to take qualifying exigency leave related to active duty service by a family member in the U.S. Armed Forces.

Effective Date: July 1, 2025