
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. 40 (S.117). An act relating to wage and hour, unemployment compensation, and workers' compensation

Subjects: Labor; employment practices; unemployment compensation; wage and hour; workers' compensation

This act makes technical corrections to: the distribution of penalties for the willful withholding of wages by an employer; the annual calculation of the minimum wage; the definition of the highest benefit cost rate used in computing the unemployment insurance tax rate schedule; and the calculation of disregarded earnings. This act removes the authority of the Commissioner of Labor to recommend a subminimum wage for individuals with disabilities, learners, and apprentices. This act provides claimants and employers with the option to receive communications about unemployment insurance claims electronically. This act mandates that if, upon the acquisition of a Vermont employer, a successor entity divides the operations of the business, the successor shall designate one of the corporate entities as the filing successor for unemployment insurance purposes. This act updates deadlines set in 2022 Acts and Resolves No. 183 regarding the implementation of a modernized information technology system for the unemployment insurance program and provides for the resumption of the Short-Term Compensation Program. This act allows workers' compensation claimants to request medical case management services and, for claimants who do not speak English fluently, to receive translation services. This act provides enhanced penalties for the late payment of weekly benefits to workers' compensation claimants and, finally, the act requires employers to report late payments to the Department of Labor and for the Department to compile the data and submit a written report to the General Assembly by January 15, 2027.

Effective Date: July 1, 2025