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H.63

Introduced by Representatives McCann of Montpelier, Boyden of Cambridge,
Casey of Montpelier, Headrick of Burlington, Logan of
Burlington, McGill of Bridport, and Priestley of Bradford

Referred to Committee on

Date:

Subject: Labor; employment practices; fair employment practices; legislative
leave; employee benefits

Statement of purpose of bill as introduced: This bill proposes to require that an
employer continue a legislator's employment benefits during a legislative leave
at the same level and rate of contribution as when the legislator is not on leave.

An act relating to fair employment practices and legislative leave

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 21 V.S.A. § 496 is amended to read:

§ 496. LEGISLATIVE LEAVE

(a) Any employee who, in order to serve as a member of the General
Assembly, must leave a full-time position in the employ of any employer, shall
be entitled to a temporary or partial leave of absence for the purpose of
allowing the employee to perform any official duty in connection with the
employee's elected office. The leave of absence shall not cause loss of job

1 status, seniority, or the right to participate in insurance and other employee
2 benefits during the leave of absence. The employer shall continue employment
3 benefits for the duration of the leave at the level and under the conditions
4 coverage would be provided if the employee continued in employment
5 continuously for the duration of the legislative leave. The employer may
6 require that the employee contribute to the cost of the benefits during the leave
7 at the existing rate of employee contribution. The employee shall continue to
8 accrue seniority for the duration of the leave at the same level as if the
9 employee were employed continuously for the duration of the legislative leave.
10 Further, an employer shall not discharge or in any other matter retaliate against
11 an employee who exercises or attempts to exercise the employee's rights to
12 serve as an elected official.

13 * * *

14 Sec. 2. EFFECTIVE DATE

15 This act shall take effect on July 1, 2025.