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H.295

Introduced by Representatives Greer of Bennington, Nelson of Derby, Bailey of Hyde Park, Bos-Lun of Westminster, Carris-Duncan of Whitingham, Casey of Montpelier, Charlton of Chester, Coffin of Cavendish, Cooper of Pownal, Hooper of Burlington, Keyser of Rutland City, Labor of Morgan, LaMont of Morristown, Lipsky of Stowe, Logan of Burlington, Malay of Pittsford, McGill of Bridport, Minier of South Burlington, Morgan, L. of Milton, Morrow of Weston, Nielsen of Brandon, Nigro of Bennington, and Pouech of Hinesburg

Referred to Committee on

Date:

Subject: Labor; employment practices; wages; accrued vacation leave

Statement of purpose of bill as introduced: This bill proposes to require employers to pay out unused accrued vacation leave upon an employee's separation from employment.

An act relating to payment of vacation leave upon separation from employment

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

2 Sec. 1. 21 V.S.A. § 342 is amended to read:

3 § 342. WEEKLY PAYMENT OF WAGES

4 \* \* \*

5 (b)(1) An employee who:

6 ~~(1)(A)~~ voluntarily leaves employment shall be paid on the last regular  
7 pay day, or if there is no regular pay day, on the following Friday;

8 ~~(2)(B)~~ is discharged from employment shall be paid within 72 hours ~~of~~  
9 following discharge;

10 ~~(3)(C)~~ is absent from ~~his or her~~ the employee's regular place of  
11 employment on the employer's regular scheduled date of wages or salary  
12 payment shall be entitled to payment upon demand.

13 (2) The final payment of wages to an employee who leaves  
14 employment, whether voluntarily or involuntarily, shall include payment for  
15 any unused accrued vacation leave.

16 \* \* \*

17 Sec. 2. EFFECTIVE DATE

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