

H.551

Introduced by Representative Casey of Montpelier

Referred to Committee on

Date:

Subject: Labor; employment practices; minimum wages; overtime; firefighters

Statement of purpose of bill as introduced: This bill proposes to require
overtime pay for firefighters for hours worked in excess of 42 hours a week.

An act relating to overtime pay for firefighters

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

Sec. 1. 21 V.S.A. chapter 5, subchapter 3 is redesignated to read:

Subchapter 3. Minimum Wages and Overtime Pay

Sec. 2. 21 V.S.A. § 388 is added to read:

§ 388. OVERTIME PAY FOR FIREFIGHTERS

(a) No State, municipal, or county fire department shall employ any full-
time firefighter, as defined in 20 V.S.A. § 3151(4), excluding civilian
employees, for an average workweek longer than 42 hours unless the
firefighter is compensated at the rate of one and one-half times the firefighter's
regular wage rate for all hours worked in excess of 42 hours based upon an
average workweek.

1 (b) An average workweek shall be calculated using the prior eight-week
2 period, based upon a seven-day workweek.

3 (c) For the purposes of this section, “hours worked” includes all paid leave.

4 Sec. 3. EFFECTIVE DATE

5 This act shall take effect on July 1, 2026.