

H.552

Introduced by Representative Krasnow of South Burlington

Referred to Committee on

Date:

Subject: Labor; employment practices; Parental and Family Leave Act;
teachers

Statement of purpose of bill as introduced: This bill proposes to extend
coverage under the Parental and Family Leave Act to full-time teachers of an
elementary or secondary school system or institution of higher education.

An act relating to extending coverage of the Parental and Family Leave Act
to full-time teachers

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

Sec. 1. 21 V.S.A. § 471 is amended to read:

§ 471. DEFINITIONS

As used in this subchapter:

* * *

(5) "Employee" means a person who, in consideration of direct or
indirect gain or profit, has been continuously employed by the same employer
for a period of one year for an average of at least 30 hours per week or meets
the service requirement set forth in 29 C.F.R. § 825.801 (airline flight crew

1 employees) or 29 C.F.R. § 825.110(c)(3) (full-time teachers, as defined in 29
2 C.F.R. § 825.102, of an elementary or secondary school system or institution
3 of higher education).

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5 Sec. 2. EFFECTIVE DATE

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