

1 H.552  
2 Introduced by Representative Krasnow of South Burlington  
3 Referred to Committee on  
4 Date:  
5 Subject: Labor; employment practices; Parental and Family Leave Act;  
6 teachers  
7 Statement of purpose of bill as introduced: This bill proposes to extend  
8 coverage under the Parental and Family Leave Act to full-time teachers of an  
9 elementary or secondary school system or institution of higher education.

10 An act relating to extending coverage of the Parental and Family Leave Act  
11 to full-time teachers  
12 It is hereby enacted by the General Assembly of the State of Vermont:  
13 Sec. 1. 21 V.S.A. § 471 is amended to read:  
14 § 471. DEFINITIONS  
15 As used in this subchapter:

16 \* \* \*  
17 (5) “Employee” means a person who, in consideration of direct or  
18 indirect gain or profit, has been continuously employed by the same employer  
19 for a period of one year for an average of at least 30 hours per week or meets  
20 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).

4 \* \* \*

5 Sec. 2. EFFECTIVE DATE

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