

1 H.743

2 Introduced by Representatives Satcowitz of Randolph, Cina of Burlington,
3 Eastes of Guilford, Howard of Rutland City, Logan of
4 Burlington, McCann of Montpelier, McGill of Bridport, Morris
5 of Springfield, Pezzo of Colchester, Pouech of Hinesburg, and
6 Waszazak of Barre City

7 Referred to Committee on

8 Date:

9 Subject: Labor; employment practices; minimum wages

10 Statement of purpose of bill as introduced: This bill proposes to increase the
11 minimum wage to the livable wage as established by the basic needs budget.

12 An act relating to increasing the State minimum wage based on the livable
13 wage

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

15 Sec. 1. LEGISLATIVE INTENT

16 Consistent with the declaration of policy on minimum wages, set forth in
17 21 V.S.A. § 381, and to address ongoing concerns about affordability, it is the
18 General Assembly's intent to raise the State minimum wage to the livable
19 wage as reported by the Joint Fiscal Office in January 2025. Future increases

1 to the minimum wage will continue to be determined as established by current
2 law.

3 Sec. 2. 21 V.S.A. § 383 is amended to read:

4 § 383. DEFINITIONS

5 As used in this subchapter:

6 * * *

7 (5) "Livable wage" means the average of the urban and rural hourly
8 wage required for a full-time worker who lives in shared housing and has
9 employer-assisted health insurance to pay for the basic needs budget.

10 Sec. 3. 21 V.S.A. § 384 is amended to read:

11 § 384. EMPLOYMENT; WAGES

12 (a)(1) Beginning on January 1, 2022 2027, an employer shall not employ
13 any employee at a rate of less than \$12.55, and on the livable wage of \$18.60.
14 On each subsequent January 1, the minimum wage rate shall be increased by
15 five percent or the percentage increase of the Consumer Price Index, CPI-U,
16 U.S. city average, not seasonally adjusted, or successor index, as calculated by
17 the U.S. Department of Labor or successor agency, rounded to one decimal
18 point, for the 12 months preceding the previous September 1, whichever is
19 smaller, but in no event shall the minimum wage be decreased. The minimum
20 wage shall be rounded off to the nearest \$0.01.

21 * * *

1 Sec. 4. EFFECTIVE DATE

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