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S.67

Introduced by Senators Clarkson, Gulick, Watson and White

Referred to Committee on

Date:

Subject: Labor; employment practices; minimum wages

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

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

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

Sec. 1. LEGISLATIVE INTENT

Consistent with the declaration of policy on minimum wages, set forth in 21 V.S.A. § 381, and to address ongoing concerns about affordability, it is the General Assembly’s intent to raise the State minimum wage to the livable wage as reported by the Joint Fiscal Office in January 2025. Future increases to the minimum wage will continue to be determined as established by current law.

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

§ 383. DEFINITIONS

As used in this subchapter:

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

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

§ 384. EMPLOYMENT; WAGES

(a)(1) Beginning on January 1, ~~2022~~ 2026, an employer shall not employ any employee at a rate of less than ~~\$12.55, and on~~ the livable wage of \$18.60. On each subsequent January 1, the minimum wage rate shall be increased by five percent or the percentage increase of the Consumer Price Index, CPI-U, U.S. city average, not seasonally adjusted, or successor index, as calculated by the U.S. Department of Labor or successor agency for the 12 months preceding the previous September 1, whichever is smaller, but in no event shall the minimum wage be decreased. The minimum wage shall be rounded off to the nearest \$0.01.

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Sec. 4. EFFECTIVE DATE

This act shall take effect on July 1, 2025.