

# House Calendar

Tuesday, April 28, 2026

113th DAY OF THE ADJOURNED SESSION

House Convenes at 10:00 A.M.

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**ACTION CALENDAR**

**Third Reading**

**H. 956**

An act relating to approval of an amendment to the charter of the City of Burlington relating to the Office of Racial Equity, Inclusion, and Belonging

**S. 255**

An act relating to establishing a pilot Law Enforcement Governance Council in Windham County

**Favorable with Amendment**

**S. 173**

An act relating to vocational rehabilitation

**Rep. Cooper of Pownal**, for the Committee on Commerce and Economic Development, recommends that the House propose to the Senate that the bill be amended by striking out all after the enacting clause and inserting in lieu thereof the following:

Sec. 1. 21 V.S.A. § 641 is amended to read:

§ 641. VOCATIONAL REHABILITATION

(a) When as a result of an injury covered by this chapter, an employee is unable to perform work for which the employee has previous training or experience, the employee shall be entitled to vocational rehabilitation services, including retraining and job placement, as may be reasonably necessary to restore the employee to suitable employment. Vocational rehabilitation services shall be provided as follows:

\* \* \*

(2) The Department shall provide an injured worker with a form that includes information and employee rights. The form shall clearly and simply explain the worker's rights, including the choice of provider, the right to challenge a determination, the right to request vocational rehabilitation services in the future if the work injury affects the worker's ability to earn the worker's preinjury wage, and reimbursement for related expenses. The worker shall sign the form and return it to the Department.

\* \* \*

Sec. 2. VOCATIONAL REHABILITATION WORKING GROUP; REPORT

(a) Creation. There is created the Vocational Rehabilitation Working Group to provide recommendations to the General Assembly on how to improve the current vocational rehabilitation system to ensure that it meets the needs of eligible injured workers in a timely and cost-effective manner.

(b) Membership. The Working Group shall be composed of the following members:

(1) one current member of the House of Representatives, appointed by the Speaker of House, who shall be a member of the Committee on Commerce and Economic Development;

(2) one current member of the Senate, appointed by the Committee on Committees, who shall be a member of the Committee on Economic Development, Housing and General Affairs;

(3) the Commissioner of Labor or designee;

(4) the Commissioner of Financial Regulation or designee;

(5) two representatives on behalf of workers' compensation claimants, one of whom shall be appointed by the Speaker of the House and one of whom shall be appointed by the Committee on Committees;

(6) two representatives on behalf of employers and workers' compensation insurance carriers, one of whom shall be appointed by the Speaker of the House and one of whom shall be appointed by the Committee on Committees; and

(7) two vocational rehabilitation counselors currently certified in Vermont, one of whom shall be appointed by the Speaker of the House and one of whom shall be appointed by the Committee on Committees.

(c) Powers and duties. The Working Group shall meet over the summer and fall to discuss and develop recommendations on how to improve the current vocational rehabilitation system and prepare recommendations for consideration by the General Assembly. The Working Group shall consider the following topics:

(1) Initial screening.

(A) Is the current initial screening requirement relevant and helpful or a hindrance to accessing vocational rehabilitation services?

(B) Do other states require an initial screening before a claimant receives a vocational rehabilitation assessment? What are other possible approaches that Vermont may wish to consider?

(C) Should the three questions currently asked as part of the initial screening be modified? Are there additional or different questions that should be asked?

(D) What improvements could be made to ensure that those conducting the initial screenings and vocational rehabilitation providers who provide services to workers' compensation claimants are familiar with Vermont's workers' compensation system?

(E) Who has current oversight over the initial screening process to ensure that the system is working as intended?

(2) Vocational rehabilitation generally.

(A) What mechanisms could better and earlier identify which claimants are likely to require vocational rehabilitation services?

(B) Are claimants being adequately and timely informed of their right to request a vocational rehabilitation assessment? Is information about the workers' compensation system and benefits as a whole being clearly conveyed in plain, easily understood language?

(C) Are some of the current requirements for providing vocational rehabilitation services too onerous and administratively unnecessary?

(D) How could vocational rehabilitation services be provided in a way that is more cost-effective for the workers' compensation system?

(E) How could the Department of Labor's oversight of vocational rehabilitation be improved?

(3) Wage replacement benefits.

(A) Could utilization of vocational services be improved by enabling claimants to access vocational rehabilitation benefits while receiving wage replacement benefits?

(B) Could the workers' compensation system take into account the diminished earning capacity of those claimants who are unable to earn a preinjury wage but are not eligible to receive permanent total disability benefits?

(C) Should the average weekly wage be indexed to the cost of living for vocational rehabilitation purposes?

(d) Meetings. The Commissioner of Labor or designee shall serve as the chair of the Working Group and shall call the first meeting of the Working Group to occur on or before August 14, 2026.

(e) Assistance. The Working Group shall have the administrative, technical, and legal assistance of the Department of Labor.

(f) Report. On or before December 15, 2026, the Working Group shall submit a written report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs with its findings and any recommendations for legislative action. The Working Group shall cease to exist upon submission of the report.

(g) Compensation and reimbursement. Except for those members regularly employed by the State, members of the Working Group shall be entitled to reimbursement of expenses as permitted under 32 V.S.A. § 1010 for not more than five meetings. These payments shall be made from monies appropriated to the Department of Labor.

Sec. 3. 21 V.S.A. chapter 13 is amended to read:

#### CHAPTER 13. APPRENTICESHIP

##### § 1111. DEFINITIONS

As used in this chapter:

\* \* \*

(22) “Nontraditional ~~apprenticeship~~ population” means a group of individuals who have historically been excluded from various occupations, such as individuals from the same gender, race, or ethnicity, the members of which comprise fewer than 25 percent of the program participants in an apprenticeable occupation.

(23) “Nontraditional apprenticeship industry or occupation” refers to an industry sector or occupation that represents fewer than 10 percent of apprenticeable occupations or the programs under the national apprenticeship system, using the calendar year 2023 as the benchmark.

\* \* \*

(33) “Underserved communities” means the populations sharing a particular characteristic, as well as geographic communities, who have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life. This term includes individuals who ~~belong to communities of color, such as Black and African American, Hispanic and Latino, Native American, Alaskan Native and Indigenous, Asian American, Native Hawaiian and Pacific Islander, Middle Eastern, and North African persons. It also includes individuals who belong to communities that face discrimination based on sex, sexual orientation, and gender identity, including lesbian, gay, bisexual, transgender, queer, gender non-conforming, and non-~~

~~binary (LGBTQ+ persons); persons who face discrimination based on pregnancy or pregnancy-related conditions; parents; and caregivers. It also includes individuals who belong to communities that face discrimination based on their religion and disability; first-generation professionals or first-generation college students; individuals with limited English proficiency; immigrants; individuals who belong to communities that may face employment barriers based on older age or former incarceration; persons who live in rural areas; veterans and military spouses; and persons otherwise adversely affected by persistent poverty, discrimination, or inequality;~~

~~(A) face employment barriers based on age or former incarceration;~~

~~(B) live in rural areas;~~

~~(C) lack access to transportation options or high-speed internet;~~

~~(D) are veterans or spouses of veterans; and~~

~~(E) are otherwise adversely affected by poverty, discrimination, or inequality. Individuals may belong to more than one underserved community and face intersecting barriers.~~

\* \* \*

#### § 1113. VERMONT REGISTERED APPRENTICESHIP PROGRAM

\* \* \*

(e) Strategic planning and reporting. The Vermont Registered Apprenticeship Program shall:

(1) develop and disseminate a strategic plan once every five years, beginning on July 1, ~~2024~~ 2026, which shall include information on how the Program will implement the requirements of this chapter;

(2) prepare and submit to the Vermont General Assembly an annual report on the status of the Vermont Registered Apprenticeship Program on or before December 1 of each year that includes:

(A) ~~general program~~ Program statistics, including a list of programs by county;

(B) an analysis of apprentices in the ~~program~~ Program disaggregated by age, race, sex, gender identity, ~~New American status~~ language access needs, Veteran status, disability, industry, and education status, including participation in career ~~and~~ technical education;

(C) nontraditional occupations by gender and race;

(D) new occupations approved;

(E) an analysis of the average starting and ending wage by occupation;

(F) new sponsors, employers, or industries involved with programs over the previous period;

(G) a summary of how allocated funds were used and analysis of the impact of those funds, including uses of any federal funds awarded during the year; and

(H) a summary of significant activities of the ~~program~~ Program.

§ 1114. VERMONT APPRENTICESHIP ADVISORY BOARD

\* \* \*

(c) Duties. The Board shall:

\* \* \*

(6) Create and convene working groups that are tasked with specific activities related to improving the quality, safety, diversity, and alignment of apprenticeship programs. Working group membership is not limited to appointed members of the Board and shall be selected and serve at the discretion of the Chair.

(7) Ensure that the registered apprenticeship program addresses barriers to participation and completion of the program, including underserved populations.

(8) Strengthen relationships with community partners that serve:

(A) underserved populations and historically marginalized communities that have not previously accessed apprenticeship programs; and

(B) individuals who face systemic barriers to participation in the program as evidenced by a disproportionate lack of participation in apprenticeship programs.

\* \* \*

§ 1119. APPRENTICES REGISTERED; AGREEMENT

\* \* \*

(c) An apprenticeship agreement shall contain:

(1) the names and signatures of the apprentice, of the program sponsor or employer, and of a parent or guardian of the apprentice if the apprentice is a minor;

(2) the date of birth ~~and Social Security number~~ of the apprentice;

(3) the contact information of the program sponsor and the Vermont Registered Apprenticeship Program;

(4) a statement of the occupation in which the apprentice is to be trained and the beginning date and duration of apprenticeship;

\* \* \*

(12) to conform to the federal Equal Employment Opportunity Act of 1972, 42 U.S.C. chapter 21, subchapter VI and for affirmative action compliance in apprenticeship programs, and for compliance with reporting and analysis of the Vermont Registered Apprenticeship Program, the voluntary disclosure of the apprentice's race, color, national origin, place of birth, sex, gender, gender identity, primary language spoken, age, veteran status, sexual orientation, ethnicity, and disability status; and

(13) if the apprentice completed secondary school in Vermont and is between 18 and 25 years of age, the name of the secondary school from which the apprentice is a graduate, and if the apprentice attended a regional CTE center, the name of the center where the apprentice received technical education while in secondary school;

(14) a statement that the apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination because of race, color, national origin, place of birth, sex, gender, gender identity, sexual orientation, age, primary language spoken, genetic information, veteran status, and disability status; and

(15) optional fields for:

(A) the Social Security number of the apprentice; and

(B) the demographic characteristics of the apprentice.

(d) An apprenticeship agreement shall not be modified unless it is in writing and signed by the parties.

\* \* \*

## § 1123. PRE-APPRENTICESHIP PROGRAMS

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(b) A pre-apprenticeship program may be ~~registered~~ certified by the Department after successfully demonstrating:

\* \* \*

§ 1124. YOUTH APPRENTICESHIP PROGRAMS

(a) A youth apprenticeship program is one that prepares a youth apprentice for acceptance into an apprenticeship program and is designed for youth apprentices who ~~start the program while still enrolled in high school~~:

(1) have not completed secondary education;

(2) are in an educational program approved by the Agency of Education; and

(3) are enrolled in a career technical education program.

(b) A youth apprenticeship program may be registered by the Department after ~~submitting a regional CTE center submits~~ the following information to the Department:

(1) a written plan that articulates the work processes and how a youth apprentice will receive supervised work experience and on-the-job training or training in an experiential setting;

(2) how time spent by a youth apprentice in each major work process will be spent or that specifies how competencies or proficiencies are aligned between ~~their~~ the youth's high school education and the youth apprenticeship program, and that states which graduation requirements will be met;

(3) a description of the mentoring that will be provided to the youth apprentice;

(4) a description or timeline explaining the periodic reviews and evaluations of the youth ~~apprentices~~ apprentice's performance on the job and in related technical instruction;

(5) a process for maintaining appropriate progress records, including the reviews and evaluations;

(6) a description of related classroom-based instruction, which may be fulfilled through dual or concurrent enrollment ~~in secondary or post-secondary~~ courses;

(7) whether and how the program is aligned with high school diploma requirements ~~and career clusters~~;

(8) whether the program meets the related technical instruction requirements for an apprenticeship program;

(9) if a program includes paid work during or outside the school year and outside the school day, a progressively increasing, clearly defined schedule of wages to be paid to the youth apprentice as skills are mastered;

(10) how the program prepares the youth apprentice for placement in further education, employment, or an a registered apprenticeship program; and

(11) ~~the terms by which the program grants advanced standing or credit to individuals applying for the youth apprenticeship with demonstrated competency or acquired experience, training, or skills~~ the procedure for advanced standing that grants credit for demonstrated competency, acquired experience, training, or skills to youths who are interested in transferring to full apprenticeship registration upon completion of the youth apprenticeship program;

(12) an accounting of costs for the program covered by the participating partners, grants, or other sources of funds; and

(13) an assurance that school staff, employer partners, and others involved in the program are aware of youth legal protections regarding child labor, wage payment, and youth apprenticeship and other applicable laws and regulations.

(c) An apprenticeship plan submitted in conformity with subsection (b) of this section shall be developed in partnership with apprenticeship sponsors for specific occupational areas and sending high schools.

\* \* \*

#### Sec. 4. EFFECTIVE DATE

This act shall take effect on July 1, 2026.

and that after passage the title of the bill be amended to read: “An act relating to vocational rehabilitation and apprenticeships”

**(Committee vote: 11-0-0)**

**Rep. Nigro of Bennington**, for the Committee on Appropriations, recommends that the report of the Committee on Commerce and Economic Development be amended in Sec. 2, Vocational Rehabilitation Working Group, by striking out subsection (g) in its entirety and inserting in lieu thereof a new subsection (g) to read as follows:

(g) Compensation and reimbursement.

(1) Except for those members regularly employed by the State, members of the Working Group shall be entitled to reimbursement of expenses as permitted under 32 V.S.A. § 1010 for not more than five meetings. These payments shall be made from monies appropriated to the Department of Labor.

(2) A legislative member of the Working Group serving in the member’s capacity as a legislator shall be entitled to per diem compensation

and reimbursement of expenses pursuant to 2 V.S.A. § 23 for not more than five meetings. These payments shall be made from monies appropriated to the General Assembly.

**(Committee Vote: 11-0-0)**

**Favorable**

**S. 179**

An act relating to the Uniform Disclaimer of Property Interests Act

**Rep. Goodnow of Brattleboro**, for the Committee on Judiciary, recommends that the bill ought to pass in concurrence.

**(Committee Vote: 8-0-3)**

**Rep. Ode of Burlington**, for the Committee on Ways and Means, recommends that the bill ought to pass in concurrence.

**(Committee Vote: 10-0-1)**

**Amendment to be offered by Rep. Goodnow of Brattleboro to S. 179**

That the House propose to the Senate that the bill be amended in Sec. 1, 14 V.S.A. chapter 129, in subsection 4105(c), after the word "minor" by inserting the word "child"

**NOTICE CALENDAR**

**Favorable with Amendment**

**S. 142**

An act relating to a pathway to licensure for internationally trained physicians and medical graduates

**Rep. Taylor of Mendon**, for the Committee on Health Care, recommends that the House propose to the Senate that the bill be amended by striking out all after the enacting clause and inserting in lieu thereof the following:

Sec. 1. PATHWAY TO LICENSURE FOR INTERNATIONALLY  
TRAINED PHYSICIANS; REPORT

(a) On or before January 15, 2027, the Department of Health, in collaboration with the Board of Medical Practice, shall provide to the House Committees on Health Care and on Government Operations and Military Affairs and the Senate Committees on Health and Welfare and on Government

Operations a report detailing a pathway to licensure for internationally trained physicians. The report shall include the following information:

(1) a summary of other states' processes for licensing internationally trained physicians to practice medicine and, if available, data on the outcomes of these processes and related programs;

(2) a description of the external resources needed to evaluate the education, experience, and examinations of internationally trained physicians and the availability of these resources;

(3) a proposal for licensing internationally trained physicians to practice medicine in Vermont, including potential qualifications and supervision requirements for licensure, proposed requirements for recency of practice, a summary of any additional resources and statutory authority needed, and a plan and timeline for implementing the licensing program; and

(4) any additional information that the Department deems relevant to a robust consideration of the issues related to licensing internationally trained physicians to practice medicine in Vermont.

(b) In preparing the report required by this section, the Department shall consult with other states that have implemented licensing programs for internationally trained physicians; the Windham County Branch of the NAACP; third-party credentialing services; the Vermont Medical Society; the Vermont Association of Hospitals and Health Systems; and other advocacy organizations, researchers, and other entities whose expertise is relevant to developing the report.

Sec. 2. 26 V.S.A. § 1391 is amended to read:

§ 1391. QUALIFICATIONS FOR MEDICAL LICENSURE

\* \* \*

(g) Internationally trained physicians. The Board may issue:

(1) a provisional license to practice at a participating health care facility, as defined in section 1397 of this chapter, to an internationally trained physician who meets the requirements for provisional licensure established by the Board by rule pursuant to section 1396 of this chapter; and

(2) a full license to an internationally trained physician who has successfully completed the pathway to licensure established by the Board by rule pursuant to section 1396 of this chapter.

Sec. 3. 26 V.S.A. § 1396 is added to read:

§ 1396. PATHWAY TO LICENSURE FOR INTERNATIONALLY  
TRAINED PHYSICIANS; RULEMAKING

Pursuant to the authority of the Commissioner in subsection 1351(e) of this chapter, the Board shall adopt rules in accordance with 3 V.S.A. chapter 25 as needed to enable the licensure of internationally trained physicians as set forth in subsection 1391(g) of this chapter. The rules adopted by the Board shall reflect the least restrictive form of regulation necessary to protect the public interest and shall include:

(1) the qualifications necessary for an internationally trained physician to obtain a provisional license to practice at a participating health care facility, as defined in section 1397 of this chapter;

(2) the standards for participating health care facilities to use for the evaluation and assessment of the holder of a provisional license; and

(3) the additional qualifications necessary for an internationally trained physician to obtain a full license to practice medicine in this State following successful completion of the provisional licensure period.

Sec. 4. 26 V.S.A. § 1397 is added to read:

§ 1397. PARTICIPATING HEALTH CARE FACILITIES

(a) As used in this section:

(1) “Health care facility” means a hospital, federally qualified health center, or community health center.

(2) “Participating health care facility” means a health care facility that meets the requirements of this section and has the capacity to provide an assessment and evaluation program designed in accordance with rules adopted by the Board pursuant to section 1396 of this chapter to evaluate an internationally trained physician holding a provisional license issued pursuant to subdivision 1391(g)(1) of this chapter.

(b) In order to be eligible to be a participating health care facility for purposes of subdivision 1391(g)(1) and section 1396 of this chapter, a health care facility shall:

(1) agree to provide medical mentoring, evaluation, assessment, and support in navigating the U.S. health care system by one or more fully licensed physicians employed by the health care facility to a provisionally licensed physician using an evaluation and assessment system that meets the standards established by the Board by rule pursuant to section 1396 of this chapter;

(2) ensure that the mentoring, evaluation, assessment, and support of a provisionally licensed physician is provided by one or more physicians who are licensed under 26 V.S.A. chapter 33 or this chapter and who are physically located in Vermont and that the provisionally licensed physician provides services only to patients physically located in Vermont;

(3) carry medical malpractice insurance covering the provisionally licensed physician for the duration of that physician's employment by the participating health care facility; and

(4) not retaliate against or discipline a provisionally licensed physician for making a complaint or pursuing enforcement of an employment-related claim.

#### Sec. 5. EFFECTIVE DATES

(a) Sec. 1 (pathway to licensure for internationally trained physicians; report) and this section shall take effect on passage.

(b) Sec. 3 (26 V.S.A. § 1396; pathway to licensure for internationally trained physicians; rulemaking) shall take effect on July 1, 2027.

(c) Secs. 2 (26 V.S.A. § 1391; qualifications for medical licensure) and 4 (26 V.S.A. § 1397; participating health care facilities) shall take effect on July 1, 2028.

and that after passage the title of the bill be amended to read: “An act relating to a pathway to licensure for internationally trained physicians”

**(Committee vote: 11-0-0)**

**Rep. Branagan of Georgia**, for the Committee on Ways and Means, recommends that the bill ought to pass in concurrence with proposal of amendment as recommended by the Committee on Health Care.

**(Committee Vote: 10-0-1)**

#### S. 227

An act relating to creating immigration protocols in Vermont schools

**Rep. Brady of Williston**, for the Committee on Education, recommends that the House propose to the Senate that the bill be amended by striking out all after the enacting clause and inserting in lieu thereof the following:

#### Sec. 1. PURPOSE

The purpose of this act is to secure the right of every child to equal access to a free public education and to a school that is safe from intimidation and fear, regardless of immigration status. In order to ensure the right to

educational equality, schools must take steps to protect the integrity of school learning environments for all children, so that no parent is discouraged from sending a child to, and no child is discouraged from attending, school, including due to the threat of immigration enforcement on a school campus.

Sec. 2. 16 V.S.A. chapter 33 is amended to read:

CHAPTER 33. FIRE AND EMERGENCY PREPAREDNESS DRILLS  
AND, SAFETY PATROLS, AND IMMIGRATION PROTOCOLS

\* \* \*

§ 1486. IMMIGRATION PROTOCOLS

(a) Definitions. As used in this section:

(1)(A) “Law enforcement officer” has the same meaning as in 20 V.S.A. § 2351a and includes any officer of a federal law enforcement agency or any person acting on behalf of a local, state, or federal law enforcement agency.

(B) “Law enforcement officer” does not include a school resource officer or safety officer who is stationed at a school.

(2) “Nonpublic area of a school” means an area of a school that normally requires authorization to enter, consistent with the policy required by section 1484 of this chapter, and includes any area a superintendent or head of school or designee determines to be nonpublic.

(3) “School” means a public school or an independent school approved under section 166 of this title.

(b) Immigration resources and support.

(1) A superintendent or head of school shall:

(A) distribute the immigration resource guide developed by the Office of the Attorney General pursuant to subdivision (2) of this subsection (b) to staff, students, and family members of students;

(B) at each school the superintendent or head of school oversees, designate at least one individual to serve as a resource for immigration-related matters who shall receive on an ongoing basis updated information and training material as provided to the superintendent or head of school by the Office of the Attorney General; and

(C) provide support, to the greatest extent possible, to a student with regard to immigration-related concerns, including connecting the student and the student’s family with an immigration advocacy institution and similar resources.

(2)(A) The Office of the Attorney General, in consultation with the Agency of Education, shall develop an immigration resource guide that shall:

(i) include immigration- and civil rights-related resources; information regarding standby guardianships pursuant to 14 V.S.A § 2626a; and a list of immigration, human rights, and relevant advocacy organizations available to provide immigration assistance to students and staff; and

(ii) be developed in a manner that serves to protect the privacy and safety of students and staff.

(B) The Office of the Attorney General shall review the guide at least once annually and send any updates made to the guide to the Agency of Education for distribution to all superintendents and heads of schools not later than 30 days after completing the update.

(c) Student information privacy. School districts and independent schools are prohibited from:

(1) collecting or requesting information regarding citizenship or immigration status of a student or of a family member of the student except as required by State or federal law or as required to administer a State- or federally supported educational program;

(2) disclosing a student's immigration status, citizenship, place of birth, nationality, or national origin:

(A) in any database that the school maintains; or

(B) as directory information, as that term is defined by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g and 34 C.F.R. Part 99; and

(3) voluntarily sharing student information, including immigration status, citizenship, place of birth, nationality, national origin, sexual orientation, status as a survivor of domestic violence or sexual assault, status as a recipient of public assistance, or school discipline records, with a third party unless required to do so by State or federal law.

(d) Law enforcement on-site and requests for information.

(1) A superintendent or head of school shall:

(A) subject to subdivision (B) of this subdivision (1), be the sole authority to admit a law enforcement officer who appears on an immigration-related matter into a nonpublic area of school; and

(B) designate at least one individual who works at each school to serve as a designee of the superintendent or head of school in the event that the

superintendent or head of school is not present when the law enforcement officer appears on-site.

(2) The superintendent or head of school or designee shall not allow a law enforcement officer appearing on an immigration-related matter into a nonpublic area of a school unless the officer provides official identification and a judicial warrant that authorizes entrance into a specific area of the school and names a specific individual located within the school who is subject to a search or arrest.

(3) Absent a judicial warrant pursuant to subdivision (2) of this subsection, no school or individual working at a school shall reveal any information about a student or school staff member in response to an immigration-related request from a law enforcement officer unless otherwise required by law.

(4) As used in this subsection, “immigration-related matter” and “immigration-related request” mean an administrative warrant, civil warrant, immigration detainer, or any other document or request that pertains to an individual’s immigration or citizenship status.

(e) Immigration agreements.

(1) Except as required by State or federal law, no school, school district, or supervisory union shall enter into an agreement with a State, local, or federal government entity that furthers the enforcement of any immigration law.

(2)(A) Any proposed agreement pursuant to subdivision (1) of this subsection (e) that purports to be required by State or federal law shall be subject to review by the superintendent or head of school after the superintendent or head of school has consulted with the Office of the Attorney General.

(B) The superintendent or head of school shall provide a recommendation on the proposed agreement to the school’s appropriate governing body after the superintendent’s or head of school’s review pursuant to subdivision (A) of this subdivision (2).

(f) Applicability. Nothing in this section is intended to prohibit or impede any public agency from complying with the lawful requirements of 8 U.S.C. §§ 1373 and 1644. To the extent any school, school district, or supervisory union policy or practice conflicts with the lawful requirements of 8 U.S.C. §§ 1373 and 1644, the policy or practice is, to the extent of such conflict, abolished.

(g) Policy required.

(1) Model policy and recommended procedures. On or before January 1, 2027, the Agency of Education, in consultation with the Office of the Attorney General, the Vermont Independent Schools Association, and the Vermont School Boards Association, shall develop, and review at least annually, a model policy along with recommended procedures that reflect the requirements set forth in subsections (c) and (d) of this section.

(2) Adoption of policy and procedures.

(A) Beginning with the 2027–2028 school year, each school board shall develop, adopt, ensure the enforcement of, and make available in the manner described under subdivision 563(1) of this title an immigration protocol policy that shall be at least as stringent as the model policy developed by the Agency. Any school board that fails to adopt a policy shall be presumed to have adopted the most current model policy published by the Agency.

(B) Beginning with the 2027–2028 school year, each independent school shall develop, adopt, and ensure the enforcement of an immigration protocol policy that shall be at least as stringent as the model policy developed by the Agency. Any approved independent school that fails to adopt a policy shall be presumed to have adopted the most current model policy published by the Agency.

Sec. 3. IMMIGRATION RESOURCE GUIDE

The Office of the Attorney General shall complete the immigration resource guide required pursuant to 16 V.S.A. § 1486(b)(2) on or before August 1, 2026, and shall send the completed guide to the Agency of Education for distribution to all superintendents and heads of schools on or before August 31, 2026.

Sec. 4. EFFECTIVE DATE

This act shall take effect on passage.

**(Committee vote: 11-0-0)**

**S. 230**

An act relating to fair employment practices

**Rep. Bartley of Fairfax**, for the Committee on General and Housing, recommends that the House propose to the Senate that the bill be amended by striking out all after the enacting clause and inserting in lieu thereof the following:

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

\* \* \*

Sec. 2. 21 V.S.A. § 495d is amended to read:

§ 495d. DEFINITIONS

As used in this subchapter:

\* \* \*

(15) “Crime victim” means any of the following:

(A) a person who has obtained a relief from abuse order issued under 15 V.S.A. § 1103;

(B) a person who has obtained an order against stalking or sexual assault issued under 12 V.S.A. chapter 178;

(C) a person who has obtained an order against abuse of a vulnerable adult issued under 33 V.S.A. chapter 69; ~~or~~

(D)(i) a victim as defined in 13 V.S.A. § 5301, provided that the victim is identified as a crime victim in an affidavit filed by a law enforcement official with a prosecuting attorney of competent state or federal jurisdiction; and

(ii) shall include the victim’s child, foster child, parent, spouse, stepchild or ward of the victim who lives with the victim, or a parent of the victim’s spouse, provided that the individual is not identified in the affidavit as the defendant; or

(E) a person who is a survivor of domestic violence, sexual assault, or stalking and who has supporting documentation from any one of the following sources:

- (i) a court or law enforcement or other government agency;
- (ii) a domestic violence, sexual assault, or stalking assistance program;
- (iii) a legal, clerical, medical, or other professional from whom the person has received counseling or other assistance concerning domestic violence, sexual assault, or stalking; or
- (iv) a self-attestation by the person describing the circumstances supporting the person's status as a survivor of domestic violence, sexual assault, and stalking for which no further corroboration shall be required unless otherwise mandated by law.

\* \* \*

(18) "Domestic violence" has the same meaning as in 15 V.S.A. § 1151 and includes the definition of "abuse" in 15 V.S.A. § 1101.

(19) "Sexual assault" has the same meaning as in 12 V.S.A. § 5131.

(20) "Stalking" has the same meaning as in 12 V.S.A. § 5131.

Sec. 3. 21 V.S.A. § 495g is amended to read:

§ 495g. ~~PROVISION APPLICABLE TO COLLEGE PROFESSORS~~

~~Nothing in this subchapter shall be construed to prohibit any institution of higher education as defined by section 1201(a) of the federal Higher Education Act of 1965 from retiring any employee who is serving under a contract of unlimited tenure, who attains 70 years of age. Any employee whose tenure contract is terminated may, in the discretion of the institution, be allowed to continue in the employ of the institution on a nontenured basis. [Repealed.]~~

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

§ 383. DEFINITIONS

As used in this subchapter:

(1) "Commissioner" means the Commissioner of Labor or designee.

(2) "Employee" means any individual employed or permitted to work by an employer except:

\* \* \*

(H) outside salespersons; ~~and~~

(I) students working during all or any part of the school year or regular vacation periods; and

(J) elected and appointed municipal officers.

\* \* \*

Sec. 3b. 21 V.S.A. § 495q is added to read:

§ 495q. AGREEMENTS NOT TO COMPETE; PROHIBITION

(a) Nonexempt employees. Agreements not to compete between an employer and a nonexempt employee, per the Fair Labor Standards Act, 29 U.S.C. §§ 201–219, are prohibited as presumptively coercive and a restraint on trade, unless bargained for as part of a collective bargaining agreement.

(b) Health care providers.

(1) Any provision in a contract or agreement that creates or establishes the terms of a partnership, employment, or any other form of professional relationship with a health care provider regarding the health care provider’s provision of health care services in Vermont shall be void and unenforceable if the provision:

(A) includes a restriction on the right of the health care provider to provide health care services in any geographical area for any period of time after the termination of such partnership, agreement, or professional relationship;

(B) limits the ability of a separating health care provider to provide notice of the provider’s change of employment to individuals to whom the separating provider provided direct health care services;

(C) restricts a health care provider from making disparaging statements about another party to the contract or agreement, or about another person specified in the agreement as a third-party beneficiary of the agreement;

(D) is inconsistent with Vermont law; or

(E) requires litigation arising from the performance of the contract or agreement in Vermont to be conducted in another state.

(2) The notice provided in subdivision (1)(B) of this subsection may include the following information:

(A) that the health care provider is continuing to practice the provider’s profession;

(B) the health care provider’s new professional contact information;  
and

(C) the recipient’s right to choose a health care provider.

(3) The provisions in subdivision (1) of this subsection do not apply to restrictions that limit a health care provider who contracts with a third-party company for nonclinical business support services from opening a business within a specific territory supported by a different third-party company providing nonclinical services.

(c) Retaliation and remedies. An employer shall not discharge or in any other manner retaliate against an employee who exercises or attempts to exercise the employee's rights under this section. The provisions against retaliation in subdivision 495(a)(8) of this subchapter and the penalty provisions of section 495b of this subchapter shall apply to this section.

(d) Effective date. This section shall apply to agreements not to compete entered into on or after July 1, 2026.

Sec. 4. EFFECTIVE DATE

This act shall take effect on July 1, 2026.

**(Committee vote: 11-0-0)**

**S. 298**

An act relating to creating the Vermont Voting Rights Act

**Rep. Waters Evans of Charlotte**, for the Committee on Government Operations and Military Affairs, recommends that the House propose to the Senate that the bill be amended by striking out all after the enacting clause and inserting in lieu thereof the following:

\* \* \* Voter Protections Act \* \* \*

Sec. 1. SHORT TITLE

This act may be cited as the "Voter Protections Act of 2026."

Sec. 2. 17 V.S.A. chapter 35 is amended to read:

CHAPTER 35. OFFENSES AGAINST THE PURITY OF ELECTIONS

\* \* \*

Subchapter 2. Penalties Upon Voters

\* \* \*

§ 1972. ~~SHOWING BALLOT; INTERFERENCE WITH VOTER~~

(a) A voter who, except in cases of assistance as provided in this title, allows ~~his or her~~ the voter's ballot to be seen by another person with an apparent intention of letting it be known how ~~he or she~~ the voter is about to vote or makes a false statement to the presiding officer at an election as to ~~his~~

~~or her the voter's inability to mark his or her the voter's ballot or places a distinguishing mark on his or her the voter's ballot or a person who interferes with a voter when inside the guard rail or who, within the building in which the voting is proceeding, endeavors to induce a voter to vote for a particular candidate, shall be fined \$1,000.00.~~

~~(b) It shall be the duty of the election officers to see that the offender is duly prosecuted for a violation of this section.~~

\* \* \*

#### § 1975. INTERFERENCE WITH VOTERS AND ELECTION OFFICIALS

(a) No person shall intentionally or recklessly intimidate, threaten, or coerce, or attempt to intimidate, threaten, or coerce:

(1) any other person for the purpose of:

(A) obstructing the right of the other person to vote or to vote as the other person may choose; or

(B) causing the other person to vote for, or not to vote for, any candidate for public office or public question at any election; or

(2) a public servant, an election official, or a public employee for the purpose of obstructing the administration of an election.

(b) A person who violates subsection (a) of this section shall be imprisoned not more than two years or fined not more than \$2,000.00, or both.

#### § 1976. IMPAIRMENT OF VOTING RIGHTS OF REGISTERED VOTERS

Nothing in this chapter shall be construed to deny, impair, or otherwise adversely affect the right to vote of any registered voter.

\* \* \*

#### Subchapter 4. Use of Synthetic Media in Elections

\* \* \*

#### Subchapter 5. Enforcement and Investigation

\* \* \*

#### Subchapter 6. Voter Protections

#### § 2045. VOTE DENIAL OR DILUTION

(a) No voting qualification or prerequisite to voting or standard, practice, or procedure shall be imposed or applied by the State or any municipality in a manner that results in a denial or abridgement of the right of any citizen of the

United States to vote based on race or color, membership in a language minority group, or having a disability as defined in 9 V.S.A. § 4501.

(b) A violation of subsection (a) of this section is established if, on the basis of the totality of circumstances, it is shown that the political processes leading to nomination or election in the State or a municipality are not equally open to participation by members of a protected class in that its members have less opportunity than other members of the electorate to participate in the political processes or to elect representatives of their choice. The extent to which members of a protected class have been elected to office in the State or municipality is one circumstance that may be considered.

(c) Nothing in this section shall be construed to establish a right to have members of a protected class elected in numbers equal to their proportion in the population.

(d) As used in this section:

(1) “Municipality” means a town, city, village, school district, or other political subdivision that holds public elections.

(2) “Protected class” means a group of citizens protected from discrimination based on race or color, membership in a language minority group, or having a disability as defined in 9 V.S.A. § 4501.

#### § 2046. CIVIL ACTIONS BY ATTORNEY GENERAL

(a) Whenever the Attorney General has reasonable cause to believe that a violation of this subchapter has occurred and that the rights of any voter or group of voters have been affected by such violation, the Attorney General may initiate a civil action in the Civil Division of the Superior Court in the county in which the alleged violation has occurred for appropriate relief.

(b) In such civil action, the court may:

(1) award such preventive relief, including a permanent or temporary injunction, restraining order, or other order against the person responsible for a violation of this title, as is necessary to ensure the full enjoyment of the rights granted by this title;

(2) assess a civil penalty against the respondent of not more than \$5,000.00 for a first violation and of not more than \$25,000.00 for any subsequent violation; and

(3) issue an order requiring reimbursement to the State of Vermont for the reasonable value of its services and its expenses in investigating and prosecuting the action.

\* \* \* Voter Checklists \* \* \*

Sec. 3. 17 V.S.A. § 2154 is amended to read:

§ 2154. STATEWIDE VOTER CHECKLIST

\* \* \*

(c)(1) Any person wishing to obtain a copy of all of the statewide voter checklist ~~must~~, a municipality's portion of the statewide voter checklist, or any other municipal voter checklist shall swear or affirm, under penalty of perjury pursuant to 13 V.S.A. chapter 65, that the person will not:

(A) use the checklist for commercial purposes; or

(B) knowingly disclose the checklist to any foreign government or to a federal agency or commission or to a person acting on behalf of a foreign government or of such a federal entity in circumvention of the prohibited purposes for using the checklist set forth in subdivision (b)(2) of this section.

(2) ~~The~~ In the case of the statewide voter checklist, the affirmation shall be filed with the Secretary of State. In the case of a municipality's portion of the statewide voter checklist or any other municipal voter checklist, the affirmation shall be filed with the municipal clerk.

\* \* \*

\* \* \* Disclosures for Candidates for State, Legislative, and  
County Office \* \* \*

Sec. 4. 17 V.S.A. § 2414 is amended to read:

§ 2414. CANDIDATES FOR STATE ~~AND~~, LEGISLATIVE, ~~AND~~  
COUNTY OFFICE; DISCLOSURE FORM

\* \* \*

(f)(1) The State Ethics Commission shall provide informational resources to candidates and answer candidates' questions regarding the requirements of this section, how to accurately complete and submit the disclosure form, and the penalties for failing to properly file the disclosure form pursuant to section 2415 of this title. The Commission shall make available on its web page the disclosure form, prepared responses to frequently asked questions, and any informational resources and materials that it deems necessary to adequately inform candidates of how to comply with the provisions of this section. Upon contact by a candidate, the Commission shall provide answers to the candidate's questions by email or by phone, whichever the candidate may prefer.

(2) The Office of the Secretary of State shall provide hyperlinks from its web page connecting to the disclosure form and other materials and resources required of the State Ethics Commission pursuant to subdivision (1) of this subsection.

Sec. 5. SUSPENSION OF DISCLOSURE PENALTIES FOR  
CANDIDATES FOR STATE, LEGISLATIVE, AND COUNTY  
OFFICE

Notwithstanding 17 V.S.A. § 2415, through May 30, 2027, the State Ethics Commission shall not enforce against any delinquent filers, nor shall the Office of the Secretary of State notify the State Ethics Commission of the names of delinquent filers, nor shall the candidates for State office, county office, State Senator, and State Representative be otherwise penalized for delinquent filing a disclosure.

\* \* \* Safety Protections for Candidates \* \* \*

Sec. 6. 17 V.S.A. § 2901 is amended to read:

§ 2901. DEFINITIONS

As used in this chapter:

\* \* \*

(7) “Expenditure” means a payment, disbursement, distribution, advance, deposit, loan, or gift of money or anything of value, paid or promised to be paid, for the purpose of influencing an election, advocating a position on a public question, or supporting or opposing one or more candidates.

(A) Expenditures may include those expenses that are necessary to allow a candidate to campaign, such as expenses for the care of a dependent family member that are incurred as a direct result of campaign activity or for the provision of monitoring systems, protective detail, and cybersecurity related to a candidate’s security.

\* \* \*

\* \* \* Effective Date \* \* \*

Sec. 7. EFFECTIVE DATE

This act shall take effect on passage.

and that after passage the title of the bill be amended to read: “An act relating to voter protections”

**(Committee vote: 10-0-1)**

**Favorable**

**H. 902**

An act relating to approval of amendments to the charter of the City of Barre

**Rep. Pinsonault of Dorset**, for the Committee on Government Operations and Military Affairs, recommends that the bill ought to pass.

**(Committee Vote: 11-0-0)**

**Rep. Waszazak of Barre City**, for the Committee on Ways and Means, recommends that the bill ought to pass.

**(Committee Vote: 10-0-1)**

**S. 232**

An act relating to public libraries and the Department of Libraries

**Rep. Brown of Richmond**, for the Committee on Education, recommends that the bill ought to pass in concurrence.

**(Committee Vote: 10-0-1)**

**Rep. Burkhardt of South Burlington**, for the Committee on Ways and Means, recommends that the bill ought to pass in concurrence.

**(Committee Vote: 9-1-1)**

**For Informational Purposes**

**ANNOUNCEMENT: PUBLIC HEARING ON  
ACCESS TO PRIMARY CARE**

*Room 11,  
Broadcast via YouTube*

The Vermont House Committee on Health Care will hold a **public hearing on Thursday, April 30 from 5:00 p.m. to 7:00 p.m.** in Room 11 of the State House. Those interested in testifying may attend the hearing in person or virtually.

The Committee will take testimony on access to primary care and invites individuals to share their experiences, recommendations, and insights to inform members as they consider legislation related to primary care. **Anyone interested in testifying must sign up in advance of the hearing through the following online form no later than 4:30 p.m. on April 29.** For those planning to testify, instructions on how to access and participate in the hearing

will be sent the morning of the hearing. Each participant will be given 2.5 minutes to testify.

Online sign-up form: <https://legislature.vermont.gov/public-hearing-on-primary-care>

**For those not planning to testify, the hearing will be available to watch live on YouTube at the following link:**

<https://legislature.vermont.gov/committee/streaming/house-health-care>.

Written testimony is encouraged and can be submitted through email at [testimony@leg.state.vt.us](mailto:testimony@leg.state.vt.us) or mailed to the House Committee on Health Care, c/o Megan Cannella, 115 State Street, Montpelier, VT 05633. For more information about the format of this event, contact Megan Cannella at [Megan.Cannella@vtleg.gov](mailto:Megan.Cannella@vtleg.gov).

### **CROSSOVER DATES**

The Joint Rules Committee established the following crossover dates:

(1) All **Senate/House** bills must be reported out of the last committee of reference (including the Committees on Appropriations and Finance/Ways and Means, except as provided below in (2) and the exceptions listed below) on or before **Friday, March 13, 2026**, and filed with the Secretary/Clerk so they may be placed on the Calendar for Notice the next legislative day – Committee bills must be voted out of Committee by **Friday, March 13, 2026**.

(2) All **Senate/House** bills referred pursuant to Senate Rule 31 or House Rule 35(a) to the Committees on Appropriations and Finance/Ways and Means must be reported out by the last of those committees on or before **Friday, March 20, 2026**, and filed with the Secretary/Clerk so they may be placed on the Calendar for Notice the next legislative day.

**Exceptions to the foregoing deadlines include the major money bills (the general Appropriations bill (“The Big Bill”), the Transportation Capital bill, the Capital Construction bill, and the Fee/Revenue bills).**

### **HOUSE CONCURRENT RESOLUTION (H.C.R.) PROCESS**

Joint Rules 16a–16d provide the procedure for the General Assembly to adopt concurrent resolutions pursuant to the Consent Calendar. Here are the steps for Representatives to introduce an H.C.R. and to have it ceremonially read during a House session:

1. Meet with or email Legislative Counselor Michael Chernick regarding your H.C.R. draft request. Come prepared with an idea and any relevant supporting documents.
2. Have a date in mind if you want a ceremonial reading. You should communicate with Counselor Chernick **at least two weeks prior** to the week you want your ceremonial reading to happen.
3. Counselor Chernick will draft your H.C.R., and Resolutions Editor and Coordinator Jill Pralle will edit it. Upon completion of this process, a paper or electronic copy will be released to you. If a paper copy is released to you, a sponsor sign-out sheet will also be included.
4. Please submit a final sponsor list (with all sponsors listed) to Counselor Chernick by paper *or* electronically, but not both.
5. The final list of sponsors needs to be submitted, by email *or* on a paper sign-out sheet, to Counselor Chernick **not later than 1:00 p.m. the Wednesday of the week prior** to the H.C.R.'s appearance on the Consent Calendar.
6. The Office of Legislative Counsel will then send your H.C.R. to the House Clerk's Office for incorporation into the Consent Calendar and House Calendar Addendum for the following week.
7. The week that your H.C.R. is on the Consent Calendar, any presentation copies that you requested will be mailed or available for pickup on Friday, after the House and Senate adjourn, which is when your H.C.R. is adopted pursuant to Joint Rules.
8. Your H.C.R. can be ceremonially read during a House session once it is adopted, meaning it must have been adopted through the House Consent Calendar not later than the week prior to your requested ceremonial reading date. Contact Second Assistant Clerk Courtney Reckord to confirm your requested ceremonial reading date.
9. **A Note:** If there is a **specific date, week, or month that your resolution must be read** (e.g. to designate a specified period of time or to recognize a group on a certain day), please inform Second Assistant Clerk Courtney Reckord as soon as possible, so she can reserve that date in advance. You do not need to have the resolution drafted by then.

### **JOINT FISCAL COMMITTEE NOTICES**

Grants and Positions that have been submitted to the Joint Fiscal Committee by the Administration, under 32 V.S.A. §5(b)(3)(D):

**JFO #3276:** Twelve (12) limited-service positions to the Agency of Human Services, various departments, to staff the Rural Health Transformation Initiative. The Rural Health Transformation grant, JFO #3272 was approved at the Joint Fiscal Committee meeting on February 6, 2026. All limited-service positions are expected to be funded through 9/30/2031. *[Received March 31, 2026]*

**JFO #3277:** \$36,000.00 to the Vermont Legislature, Sergeant at Arms office from the National Conference of State Legislatures. The grant will extend up to \$500.00 to each member of the General Assembly to secure their homes. Funds would be available once as a reimbursement during the lawmaker's service for expenses incurred after June 1, 2026. *[Received April 14, 2026]*