

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General and Housing to which was referred House Bill
3 No. 459 entitled “An act relating to the Parental and Family Leave Act”
4 respectfully reports that it has considered the same and recommends that the
5 bill be amended by striking out all after the enacting clause and inserting in
6 lieu thereof the following:

7 Sec. 1. 21 V.S.A. § 472 is amended to read:

8 § 472. LEAVE

9 (a)(1) During any 12-month period, an employee shall be entitled to take
10 unpaid leave for a period not to exceed 12 weeks:

11 (A) for parental leave;

12 (B) for family leave;

13 (C) for safe leave; or

14 (D) for a qualifying exigency.

15 (2) During any 12-month period, an employee may use up to two weeks
16 out of the 12 weeks of leave available pursuant to subdivision (1) of this
17 subsection for bereavement leave, with not more than five workdays to be
18 taken consecutively.

19 (b)(1) During the leave, at the employee’s option, the employee may use
20 accrued sick leave, vacation leave, any other accrued paid leave, or short-term

1 disability insurance. Utilization of accrued paid leave or short-term disability
2 insurance shall not extend the leave provided pursuant to this section.

3 (2) An employer that employs more than 50 individuals who are
4 employed for an average of at least 30 hours per week during a year shall not
5 count an employee’s leave for a compensable work-related injury or illness,
6 pursuant to chapter 9 of this title, as unpaid leave pursuant to this section.

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8 Sec. 2. EFFECTIVE DATE

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

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16 (Committee vote: _____)

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Representative _____

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FOR THE COMMITTEE