

H.461 – tracking changes

House – As Passed	Senate - As Passed	HGH
Sec. 1 – Intent	Sec. 1 – NO CHANGE	
Sec. 2 – Definitions (3) Domestic violence (5) Employee (9) In loco parentis (12) Safe leave (14) Sexual assault (15) Stalking	Sec. 2 (3) Domestic violence – adds definition of abuse in 15 VSA § 1101 (5) Employee – adds airline flight crew who qualify for FMLA leave (9) In loco parentis – deleted 2 nd sentence “Financial support is not a requirement for this relationship, recognizing caregiving roles beyond traditional definitions” (12) Safe leave – deleted to attend a hearing for an order against stalking and sexual assault (by retaining this in 21 VSA § 472c – court leave); added “to respond to a fatality or near fatality related to domestic violence, sexual assault, or stalking, either for themselves or for a family member”; added “either for themselves or for a family member” to subdivision on meeting w/ a State’s Attorney or law enforcement officer (14) Sexual assault – replaced statutory reference 15 VSA § 1151 with 12 VSA § 5131 (15) Stalking – replaced statutory reference 15 VSA § 1151 with 12 VSA § 5131	
Sec. 3 – Leave (a)(2) Bereavement leave (e)(1) Notice requirements	Sec. 3 – Leave Bereavement leave - Added that not more than five workdays (of the available two weeks) to be taken consecutively Notice – Added that employer may request documentation identifying the qualifying family relationship	
Sec. 4 - Short-Term Family Leave	Sec. 4 - NO CHANGE	
Sec. 5 – Crime Victim Leave	Sec. 5 – DELETED	
Sec. 6 – Effective Dates	Renumbered as Sec. 5	