

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General and Housing to which was referred Senate Bill
3 No. 230 entitled “An act relating to fair employment practices” respectfully
4 reports that it has considered the same and recommends that the House propose
5 to the Senate that the bill be amended by striking out all after the enacting
6 clause and inserting in lieu thereof the following:

7 Sec. 1. 21 V.S.A. § 471 is amended to read:

8 § 471. DEFINITIONS

9 As used in this subchapter:

10 * * *

11 (5) “Employee” means a person who, in consideration of direct or
12 indirect gain or profit, has been continuously employed by the same employer
13 for a period of one year for an average of at least 30 hours per week or meets
14 the service requirement set forth in 29 C.F.R. § 825.801 (airline flight crew
15 employees) or 29 C.F.R. § 825.110(c)(3) (full-time teachers, as defined in 29
16 C.F.R. § 825.102, of an elementary or secondary school system or institution
17 of higher education).

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

20 § 495d. DEFINITIONS

21 As used in this subchapter:

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(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:

1 ~~contract is terminated may, in the discretion of the institution, be allowed to~~
2 ~~continue in the employ of the institution on a nontenured basis. [Repealed.]~~

3 Sec. 3a. REPORT; LODGING DEDUCTION RATES

4 (a) On or before December 1, 2026, the Commissioner of Labor, in
5 consultation with the Secretary of Agriculture, Food and Markets and the
6 Secretary of Commerce and Community Development, shall submit a written
7 report to the House Committees on Agriculture, Food Resiliency, and Forestry;
8 on General and Housing; and on Commerce and Economic Development and
9 the Senate Committees on Agriculture and on Economic Development,
10 Housing and General Affairs on the lodging allowance that employers are
11 entitled to deduct from an employee’s wages.

12 (b) The report shall address:

13 (1) the background on how lodging rates are set;

14 (2) whether the current methodology for calculating lodging rates should
15 be updated and the starting lodging rate be adjusted; and

16 (3) whether a separate lodging rate should be established for farm
17 worker housing.

18 Sec. 4. EFFECTIVE DATE

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

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(Committee vote: _____)

Representative _____

FOR THE COMMITTEE