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MEMORANDUM

To: Vermont House Committee on General and Housing
From: Commissioner Kendal Smith, Vermont Department of Labor
Date: March 18, 2026
Subject: S.230, *An act relating to flexible working arrangements*

The Vermont Department of Labor (“the Department”) respectfully submits this memo in support of S.230, *An act relating to flexible working arrangements*, as it is written in the version passed by the Senate. The Department understands that Sections 1 and 2 address language that was missed in Act 32 of 2025 (last year’s leave bill) and has no concerns with the language as proposed. In speaking with stakeholders, we found no concerns with adding teachers to the definition of “employee” under 12 V.S.A. § 471. The Department is not aware of any adverse impacts this change may have. The Department also supports Section 3, an additional clean-up of statute to align with Federal law.

The Department would like to flag one concern with the proposed language. If S.230 were passed into law as written, the language about self-attestation in 21 V.S.A. § 495d would not be the same as in 21 V.S.A. § 472e. Understanding that H.887, *An act relating to crime victim status under the Fair Employment Practices Act*, was passed out of this Committee with the intent of aligning with the current statute, the Department would request that language concerning self-attestation is aligned in S.230 and H.887 to ensure statutory clarity and consistency.

