

S.230 (an act relating to fair employment practices) – side-by-side comparison

Senate – As Passed	House – As Passed	Senate – Proposed Amendment
<p>Sec. 1 – 21 VSA § 741, Parental and Family Leave Act</p> <p>* Adding citation to 29 CFR § 825.110(c)(3) (re: full-time teachers) to PFLA</p>	<p>Sec. 1</p> <ul style="list-style-type: none"> • NO CHANGE 	<p>Sec. 1</p> <ul style="list-style-type: none"> • NO CHANGE
<p>Sec. 2 – 21 V.S.A. § 495d, Fair Employment Practices</p> <p>* Expands definition of “crime victim” under FEPA (adopting language from PFLA)</p> <p>* Adds “under penalty of perjury” to self-attestation documentation</p>	<p>Sec. 2</p> <ul style="list-style-type: none"> • NO CHANGE to expansion of the definition of “crime victim” but ... • DELETES “under penalty of perjury” provision 	<p>Sec. 2</p> <ul style="list-style-type: none"> • CONCURS in deletion of “under penalty of perjury” provision
<p>Sec. 3 – 21 V.S.A § 495g, Fair Employment Practices</p> <p>* Repeals provision applicable to college professors (mandatory retirement at age 70)</p>	<p>Sec. 3</p> <ul style="list-style-type: none"> • NO CHANGE 	<p>Sec. 3</p> <ul style="list-style-type: none"> • NO CHANGE
	<p>Sec. 3a – 21 V.S.A. § 383, Minimum Wage</p> <p>* NEW SECTION - Removes “elected and appointed municipal officers” from the definition of “employee” for purposes of Vermont’s minimum wage/overtime laws</p>	<p>Sec. 3a</p> <ul style="list-style-type: none"> • CONCURS in addition of section
	<p>Sec. 3b – 21 V.S.A. § 495q, Fair Employment Practices Act</p> <p>* NEW SECTION – adding a prohibition on agreements not to compete for nonexempt employees and restricting certain provisions in health care provider contracts</p>	<p>Sec. 3b</p> <p>* AMENDED - by deleting prohibition on non-competes for non-exempt employees and adding a definition of health care provider</p>

Senate – As Passed	House – As Passed	Senate – Proposed Amendment
		<p>Sec. 3c – Session law – solicitation at correctional facilities</p> <p>* NEW SECTION – DOC and VSEA to develop a proposal on solicitation in DOC parking lots; facilitated by BGS; for consideration and approval by Secretary of Administration</p>
<p>Sec. 4, Effective Date – July 1, 2026</p>	<p>Sec. 4 – no change</p>	<p>Sec. 4 – no change</p>