

**S.117 – side-by-side comparison of bill as passed by Senate and House (VDOL Technical Corrections)**

<b>Senate – As Passed</b>	<b>House – As Passed</b>
<b>Secs. 1-4 – Expedited rulemaking for VOSHA</b> , 21 VSA § 204 & § 224	Sec. 1-4 – <b>DELETES</b> – VDOL/Secretary of State request
<b>Sec. 5 – investigation of complaints of unpaid wages</b> , 21 VSA § 342a (Cmr shall penalize employers who willfully withhold wages; employee shall receive 50% of the recouped penalty)	Sec. 5 – <b>NO CHANGE</b>
<b>Sec. 6 – minimum wage calculation</b> , 21 VSA § 384 (rounding the CPI-U calculation to one decimal point)	Sec. 6 – <b>NO CHANGE</b>
<b>Sec. 7 – Commissioner’s authority to recommend subminimum wage</b> , 21 V.S.A. § 385 (deletion of authority to recommend a subminimum wage for individuals with disabilities)	Sec. 7 – <b>adds</b> deletion of entire subdivision (5) (for learners and apprentices, as well as individuals with disabilities)
<b>Sec. 8 – Notice of potential layoffs</b> , 21 VSA § 411	Sec. 8 – <b>DELETES</b> – VDOL request
<b>Secs. 9-16 – UI, electronic communications</b> , 21 VSA §§ 1308, 1314, 1314a, 1330, 1331, 1332, 1337a, & 1357 (Cmr may provide claimants and employers with option to receive notices and determinations electronically)	Secs. 9-16 – <b>NO CHANGE</b>
<b>Sec. 17 – UI, acquisition of successor entity</b> , 21 VSA § 1325 (successor entity that divides operation shall designate one of the corporate entities as the successor for UI purposes and all employees shall be included in that entity)	Sec. 17 – <b>NO CHANGE</b>
<b>Sec. 18 – UI, calculation of highest benefit cost rate</b> , 21 VSA § 1326 (re-defining how the Cmr calculates the highest benefit cost rate )	Sec. 18 – <b>NO CHANGE</b>
<b>Sec. 19 – UI, disregarded earnings</b> , 21 VSA § 1338a (rounding down the wages of the partially employed to the nearest dollar when calculating the amount of disregarded earnings)	Sec. 19 – <b>NO CHANGE</b>

Senate – As Passed	House – As Passed
<b>Sec. 20 – UI, Short-Time Compensation Program</b> , 21 VSA § 1462 (program’s period of dormancy will end effective upon completion of modernized UI IT system in 2026)	Sec. 20 – <b>NO CHANGE</b>
<b>Sec. 21 – UI, modernized IT system</b> , 2022 Acts & Resolves No.183, Sec. 52f (extending implementation deadline from July 1, 2025 to July 1, 2026)	Sec. 21 – <b>NO CHANGE</b>
<b>ADDS NEW SECTION</b>	<b>Sec. 21a – UI, modernized IT system</b> , 2022 Acts & Resolves No.183, Sec. 59 (extending deadlines in session law to reflect one year extension to implementation of UI system)
<b>ADDS NEW SECTION (unchanged from Senate version of S. 125)</b>	<b>Sec. 22 – WC, definitions</b> , 21 VSA § 601 (adding medical case management to definitions section)
<b>ADDS NEW SECTION (unchanged from Senate version of S. 125)</b>	<b>Sec. 23 – WC, translation services</b> , 21 VSA § 602 (employer/carrier to cover the cost of translation services for claimants who do not speak English fluently)
<b>ADDS NEW SECTION (unchanged from Senate version of S. 125)</b>	<b>Sec. 24 – WC, medical case management</b> , 21 VSA § 640b (adding procedures for claimant to request medical case management and to appeal denial of service)
<b>ADDS NEW SECTION (with minor change from Senate version of S. 125)</b>	<b>Sec. 25 – WC, weekly wage payment</b> , 21 VSA § 650 (no change to enhanced penalties for late payments, <del>deletes</del> “or if the payment is not mailed or deposited within five business days following the end of the pay period the payment covers” in § 650(f)(2))
<b>ADDS NEW SECTION</b>	<b>Sec. 26 – WC, weekly wage payments</b> , session law (requires employers to track & VDOL to collect data on late payments; report to General Assembly in Jan 2027)
<b>Updates effective date and proposes title change</b>	<b>Sec. 27</b> – eff. 7/1/25 + new title on passage of bill