

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to  
3 which was referred Senate Bill No. 230 entitled “An act relating to flexible  
4 working arrangements” respectfully reports that it has considered the same and  
5 recommends 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:

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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 [Repealed.]~~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. 4. EFFECTIVE DATES

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

5 and that after passage the title of the bill be amended to read: “An act relating  
6 to fair employment practices”

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18 (Committee vote: \_\_\_\_\_)

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Senator \_\_\_\_\_

FOR THE COMMITTEE