

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:

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).

18 * * *

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 (i) a court or law enforcement or other government agency;
2 (ii) a domestic violence, sexual assault, or stalking assistance
3 program;
4 (iii) a legal, clerical, medical, or other professional from whom the
5 person has received counseling or other assistance concerning domestic
6 violence, sexual assault, or stalking; or
7 (iv) a self-attestation by the person describing the circumstances
8 supporting the person’s status as a survivor of domestic violence, sexual
9 assault, and stalking for which no further corroboration shall be required unless
10 otherwise mandated by law. A self-attestation shall include the following
11 language above the person’s signature and date: “I declare that the above
12 statement is true and accurate to the best of my knowledge or belief. I
13 understand that if the above statement is false, I will be subject to the penalty
14 of perjury or other sanctions in the discretion of the court.”

15 * * *

16 (18) “Domestic violence” has the same meaning as in 15 V.S.A. § 1151
17 and includes the definition of “abuse” in 15 V.S.A. § 1101.

18 (19) “Sexual assault” has the same meaning as in 12 V.S.A. § 5131.

19 (20) “Stalking” has the same meaning as in 12 V.S.A. § 5131.

20 Sec. 3. 21 V.S.A. § 495g is amended to read:

21 § 495g. ~~PROVISION APPLICABLE TO COLLEGE PROFESSORS~~

1 ~~Nothing in this subchapter shall be construed to prohibit any institution of~~
2 ~~higher education as defined by section 1201(a) of the federal Higher Education~~
3 ~~Act of 1965 from retiring any employee who is serving under a contract of~~
4 ~~unlimited tenure, who attains 70 years of age. Any employee whose tenure~~
5 ~~contract is terminated may, in the discretion of the institution, be allowed to~~
6 ~~continue in the employ of the institution on a nontenured basis. [Repealed.]~~

7 Sec. 4. EFFECTIVE DATES

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

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

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1 (Committee vote: _____)

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Senator _____

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FOR THE COMMITTEE