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H.93

Introduced by Representatives McCormack of Burlington, Ancel of Calais,  
Bartholomew of Hartland, Bissonnette of Winooski, Botzow of  
Pownal, Burke of Brattleboro, Carr of Brandon,  
Chesnut-Tangerman of Middletown Springs, Christie of  
Hartford, Cina of Burlington, Colburn of Burlington,  
Copeland-Hanzas of Bradford, Deen of Westminster, Donovan  
of Burlington, Dunn of Essex, Fields of Bennington, Gonzalez  
of Winooski, Grad of Moretown, Haas of Rochester, Hill of  
Wolcott, Howard of Rutland City, Jessup of Middlesex, Joseph  
of North Hero, Kitzmiller of Montpelier, Krowinski of  
Burlington, Lippert of Hinesburg, Long of Newfane, Lucke of  
Hartford, Macaig of Williston, McCullough of Williston, Miller  
of Shaftsbury, Morris of Bennington, Mrowicki of Putney,  
O'Sullivan of Burlington, Poirier of Barre City, Rachelson of  
Burlington, Sharpe of Bristol, Sheldon of Middlebury, Stevens  
of Waterbury, Stuart of Brattleboro, Sullivan of Burlington, Till  
of Jericho, Toleno of Brattleboro, Townsend of South  
Burlington, Troiano of Stannard, Walz of Barre City, Weed of  
Enosburgh, Wood of Waterbury, Yacovone of Morristown, and  
Yantachka of Charlotte

1 Referred to Committee on

2 Date:

3 Subject: Labor; employment practices; minimum wages

4 Statement of purpose of bill as introduced: This bill proposes to increase the  
5 minimum wage to \$11.50 by January 1, 2019; to \$12.50 by January 1, 2020; to  
6 \$13.50 by January 1, 2021; and to \$15.00 per hour by January 1, 2022.

7 An act relating to increasing the minimum wage

8 It is hereby enacted by the General Assembly of the State of Vermont:

9 Sec. 1. 21 V.S.A. § 384 is amended to read:

10 § 384. EMPLOYMENT; WAGES

11 (a)(1) An employer shall not employ any employee at a rate of less than  
12 ~~\$9.15. Beginning on January 1, 2016, an employer shall not employ any~~  
13 ~~employee at a rate of less than \$9.60. Beginning on January 1, 2017, an~~  
14 ~~employer shall not employ any employee at a rate of less than \$10.00.~~  
15 Beginning on January 1, 2018, an employer shall not employ any employee at  
16 a rate of less than \$10.50, ~~and beginning~~. Beginning on January 1, 2019, an  
17 employer shall not employ any employee at a rate of less than \$11.50.  
18 Beginning on January 1, 2020, an employer shall not employ any employee at  
19 a rate of less than \$12.50. Beginning on January 1, 2021, an employer shall  
20 not employ any employee at a rate of less than \$13.50. Beginning on

1 January 1, 2022, an employer shall not employ any employee at a rate of less  
2 than \$15.00, and on each subsequent January 1, the minimum wage rate shall  
3 be increased by five percent or the percentage increase of the Consumer Price  
4 Index, CPI-U, U.S. city average, not seasonally adjusted, or successor index, as  
5 calculated by the U.S. Department of Labor or successor agency for the 12  
6 months preceding the previous September 1, whichever is smaller, but in no  
7 event shall the minimum wage be decreased. The minimum wage shall be  
8 rounded off to the nearest \$0.01.

9 (2) An employer in the hotel, motel, tourist place, and restaurant  
10 industry shall not employ a service or tipped employee at a basic wage rate less  
11 than one-half the minimum wage established pursuant to subdivision (1) of this  
12 subsection. As used in this subsection, “a service or tipped employee” means  
13 an employee of a hotel, motel, tourist place, or restaurant who customarily and  
14 regularly receives more than \$120.00 per month in tips for direct and personal  
15 customer service.

16 (3) If the minimum wage rate established by the U.S. government is  
17 greater than the rate established for Vermont for any year, the minimum wage  
18 rate for that year shall be the rate established by the U.S. government.

19 \* \* \*

20 Sec. 2. EFFECTIVE DATE

21 This act shall take effect on July 1, 2017.