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H.68

Introduced by Representative Hashim of Dummerston

Referred to Committee on

Date:

Subject: Employment; elections; voting leave

Statement of purpose of bill as introduced: This bill proposes to provide up to two consecutive hours of paid leave so that employees may vote in primary and general elections held in Vermont and on Town Meeting Day.

An act relating to voting leave

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

Sec. 1. 21 V.S.A. § 472d is added to read:

§ 472d. VOTING LEAVE

(a)(1) An employee shall, for the purpose of voting, have the right to take two consecutive hours of paid leave from employment on the day on which a primary or general election is held in Vermont and on Town Meeting Day, provided that the employee is qualified to vote in the election and that the employee notifies the employer at least seven calendar days prior to the date of the election. The employer may specify the hours during which the employee may take the leave provided pursuant to this subdivision.

1 (2) An employee shall not be entitled to take the leave provided
2 pursuant to subdivision (1) of this subsection if his or her hours of work on the
3 date of the election commence at least two hours after the opening of the polls
4 or end at least two hours prior to the closing of the polls.

5 (b) Not less than ten working days before every primary and general
6 election held in Vermont and Town Meeting Day, an employer shall post
7 notice of the provisions of this section in a form provided by the
8 Commissioner of Labor in a conspicuous place in each of its places of
9 business. The notice shall be kept posted until the close of the polls on the
10 election day.

11 (c) Leave provided pursuant to this section shall be compensated at a rate
12 that is equal to the greater of either:

13 (1) the normal hourly wage rate of the employee; or

14 (2) the minimum wage rate for an employee pursuant to section 384 of
15 this title.

16 (d) Leave provided pursuant to this section shall be in addition to and shall
17 not be deducted from any accrued paid leave.

18 (e) Nothing in this section shall be construed to diminish the rights
19 conferred by section 472b of this title.

20 Sec. 2. EFFECTIVE DATE

21 This act shall take effect on July 1, 2019.