

1 H.614

2 Introduced by Representative Ode of Burlington

3 Referred to Committee on

4 Date:

5 Subject: Labor; employment practices; earned sick time; holidays

6 Statement of purpose of bill as introduced: This bill proposes to require an
7 employer to provide a dedicated amount of earned sick time to its employees
8 that is separate from other paid time off that the employer provides to its
9 employees and to require an employer to provide eight hours of paid time off
10 on federal holidays or to compensate employees who work on a federal holiday
11 at one and one-half the employee's regular rate of pay.

12 An act relating to time off for illness and for federal holidays

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

14 Sec. 1. 21 V.S.A. § 484 is amended to read:

15 § 484. COMPLIANCE WITH EARNED SICK TIME REQUIREMENT

16 (a) An employer shall be in compliance with this subchapter if ~~either of the~~
17 ~~following occurs:~~ the employer satisfies the requirements of subdivisions (1)
18 and (2) of this subsection.

19 (1) ~~The employer offers a paid time off policy or is a party to a~~
20 ~~collective bargaining agreement that provides the employee with paid time off~~

1 ~~from work that~~ An employer shall offer a paid time off policy or be a party to a
2 collective bargaining agreement that provides the employer's employees with
3 either of the following:

4 (A) ~~he or she may use for all of the reasons set forth in subsection~~
5 ~~483(a) of this subchapter; and~~

6 ~~(B) Earned sick time that~~ accrues and may be used at a rate that is
7 equal to or greater than the rate set forth in sections 482 and 483 of this
8 subchapter.

9 ~~(2)(B) The employer offers a paid time off policy or is a party to a~~
10 ~~collective bargaining agreement that provides the employee with~~ At the
11 beginning of each annual period, a bank of earned sick time equal to at least
12 the full amount of ~~paid time off from work~~ earned sick time required pursuant
13 to sections 482 and 483 of this subchapter ~~at the beginning of each annual~~
14 ~~period and that~~ the employee may use it at any time during the annual period
15 ~~for the reasons set forth in subsection 483(a) of this subchapter. If~~
16 Notwithstanding subdivision 483(d)(1) of this subchapter, if the employer
17 provides an employee with at least the full amount of ~~paid time off~~ required
18 earned sick time at the beginning of each annual period, the ~~paid time off~~
19 earned sick time shall not be required to carry over from one annual period to
20 the next as provided in subdivision 483(d)(1) of this subchapter.

1 (a) An employer shall either:

2 (1) provide each of its employees with eight hours of paid time off on
3 the following federal holidays:

4 (A) New Year's Day, January 1;

5 (B) Birthday of Martin Luther King, Jr., the third Monday in January;

6 (C) Washington's Birthday, the third Monday in February;

7 (D) Memorial Day, the last Monday in May;

8 (E) Juneteenth National Independence Day, June 19;

9 (F) Independence Day, July 4;

10 (G) Labor Day, the first Monday in September;

11 (H) Columbus Day, the second Monday in October;

12 (I) Veterans Day, November 11;

13 (J) Thanksgiving Day, the fourth Thursday in November; and

14 (K) Christmas Day, December 25; or

15 (2) pay each of its employees who works on a federal holiday listed in
16 subdivision (1) of this subsection not less than one and one-half times the
17 employee's regular wage rate for each hour worked.

18 (b) With respect to New Year's Day, Juneteenth National Independence
19 Day, Independence Day, Veterans Day, and Christmas Day, if the holiday falls
20 on a day on which the employee does not normally work, the employer shall
21 meet the requirements of subsection (a) of this section on the employee's

1 workday that is either immediately before or next following the date of the
2 holiday.

3 Sec. 3. EFFECTIVE DATE

4 This act shall take effect on July 1, 2022.