1	S.260
2	Introduced by Senator Pearson
3	Referred to Committee on
4	Date:
5	Subject: Labor; employment practices; minimum wage; exemptions
6	Statement of purpose of bill as introduced: This bill proposes to reduce the
7	number of exemptions from Vermont's minimum wage law and to gradually
8	increase the minimum wage for employees who are no longer exempt so that it
9	reaches the Vermont minimum wage by 2025.
10	An act relating to eliminating certain exemptions from the minimum wage
11	It is hereby enacted by the General Assembly of the State of Vermont:
12	Sec. 1. 21 V.S.A. § 383 is amended to read:
13	§ 383. DEFINITIONS
14	Terms As used in this subchapter have the following meanings, unless a
15	different meaning is clearly apparent from the language or context:
16	(1) "Commissioner," means the Commissioner of Labor or designee;
17	(2) "Employee," means any individual employed or permitted to work
18	by an employer except:
19	(A) any individual employed in agriculture, provided the individual is
20	the agricultural employer's parent, spouse, or child;

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1	(B) any individual employed in domestic service in or about a private
2	home;
3	(C) any individual employed by the United States; and
4	(D) any individual employed in the activities of a public supported
5	nonprofit organization, except laundry employees, nurses' aides, or practical
6	nurses;
7	(E)(C) any individual employed in a bona fide executive,
8	administrative, or professional capacity; who is paid a salary equal to at least
9	<u>\$913.00 per week</u>
10	(F) any individual making home deliveries of newspapers or
11	advertising;
12	(G) taxi-cab drivers;
13	(H) outside salespersons; and
14	(I) students working during all or any part of the school year or
15	regular vacation periods.
16	(3) "Occupation;" means an industry, trade, or business, or branch
17	thereof or <u>a</u> class of work in which workers are gainfully employed.

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1	Sec. 2. TRANSITION TO STATE MINIMUM WAGE
2	(a) Notwithstanding 21 V.S.A. § 384(a), an employer shall not employ any
3	employee in an occupation listed in subsection (b) of this section at a rate of
4	<u>less than:</u>
5	(1) beginning on July 1, 2021, \$8.50;
6	(2) beginning on January 1, 2022, \$9.75;
7	(3) beginning on January 1, 2023, \$11.00;
8	(4) beginning on January 1, 2024, \$ 12.25; and
9	(5) beginning on January 1, 2025 and on each subsequent January 1, the
10	minimum wage established pursuant to 21 V.S.A. § 384(a).
11	(b) This section shall apply to employees, as defined in 21 V.S.A. § 383,
12	who are employed:
13	(1) in agriculture;
14	(2) in domestic service in or about a private home;
15	(3) in the activities of a public supported nonprofit organization, except
16	laundry employees, nurses' aides, or practical nurses;
17	(4) in making deliveries of newspapers or advertising:
18	(5) as taxicab drivers; and
19	(6) as outside salespersons.
20	(c) As used in this section, "employer" means an employer who is subject
21	to the provisions of 21 V.S.A. chapter 5, subchapter 3.

- 1 Sec. 3. EFFECTIVE DATE
- 2 This act shall take effect on July 1, 2021.