

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;

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 less than:

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.