

**CONFIDENTIAL**  
**LEGISLATIVE BILL REVIEW FORM: 2016**

Bill Number:    H. 187    Name of Bill:   An act relating to absence from work for health care and safety  

Agency/ Dept:    VDOL    Author of Bill Review:   Matt Hill   

Date of Bill Review:    3/8/2016    Related Bills and Key Players   Rep Head, Rep Toleno, Senator Mullin, Senator Baruth, Main Street alliance, DHR, Chambers of Commerce   

Status of Bill: (check one):  Upon Introduction     As passed by 1<sup>st</sup> body     As passed by both

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**Recommended Position:**

Support     Oppose     Remain Neutral     Support with modifications identified in #8 below

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**Analysis of Bill**

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**1. Summary of bill and issue it addresses.** *Describe what the bill is intended to accomplish and why.*

The bill mandates certain employers to provide paid sick leave to employees. 3 days of accrued leave will be mandated in 2017 and 2018. Starting Jan 1 2019, up to 5 days may be accrued for full time workers. Seasonal and temporary employees are exempted, as well as executive officers, sole proprietors, and employees under the age of 18.

**2. Is there a need for this bill?** *Please explain why or why not.*

Sick leave is a very basic benefit for employees, but the 2013 Fringe Benefits Study found that only about half of Vermont employers with fewer than 20 employees currently provide paid leave. Many people that do not have paid sick leave are low income earners that do not have access to benefits and cannot afford to take a day off, therefore they go to work ill. The bill aims to promote the health of the worker and promote a more productive workplace.

**3. What are likely to be the fiscal and programmatic implications of this bill for this Department?**

The enforcement of this bill is complaint driven. Therefore, it will put more burden on VDOL's Wage and Hour Unit. Currently, the Unit has one full time employee and one temporary employee and the Unit already has a large work load.

The Department anticipates receiving a large volume of calls and emails requesting information on the new legislation, at least in the first several years that it is in place. This will add to the workload of the Wage and Hour Unit.

**4. What might be the fiscal and programmatic implications of this bill for other departments in state government, and what is likely to be their perspective on it?**

There are over 200 temporary state employees that would be included in this bill. DHR has noted this cost would be negligible.

*Please return this bill review as a Microsoft Word document to [Jahala.Dudley@vermont.gov](mailto:Jahala.Dudley@vermont.gov) & [Jessica.Mishaan@vermont.gov](mailto:Jessica.Mishaan@vermont.gov)*

**5. What might be the fiscal and programmatic implications of this bill for others, and what is likely to be their perspective on it?** *(for example, public, municipalities, organizations, business, regulated entities, etc)*  
Business owners have opposed the bill saying that it will raise the cost of doing business and is yet another mandate forced on them by the state.

**6. Other Stakeholders:**

**6.1 Who else is likely to support the proposal and why?**

Low income advocates will support the bill. Many low income workers do not have access to any benefits.

**6.2 Who else is likely to oppose the proposal and why?**

Business groups will oppose the bill.

**7. Rationale for recommendation:** *Justify recommendation stated above.*

Around 60,000 employees do not have access to any paid time off. If they do not have access to a couple days of leave they may not be able to execute simple, yet important tasks, such as taking their child to the doctor, or going to the doctor themselves. If they are unable to get healthy, they are putting their workmates at risk of getting sick, leading to a less healthy and less productive workforce.

**8. Specific modifications that would be needed to recommend support of this bill:** *Not meant to rewrite bill, but rather, an opportunity to identify simple modifications that would change recommended position.*  
None

**9. Will this bill create a new board or commission AND/OR add or remove appointees to an existing one? If so, which one and how many?**  
No

**Secretary/Commissioner has reviewed this document:** \_\_\_\_\_ **Date:** \_\_\_\_\_