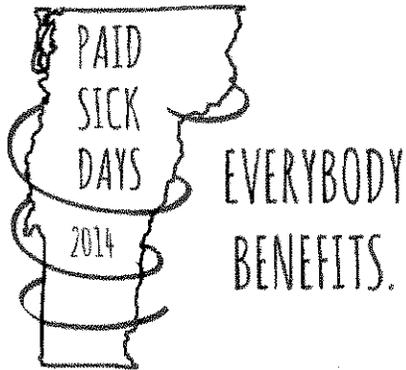


Paid Sick Days Campaign 2014: Bill Summary



Vermont Paid Sick Days Coalition Members:

- Voices for Vermont's Children
- Vermont Network Against Domestic and Sexual Violence
- Community of Vermont Elders
- Vermont Commission on Women
- Working Vermont: Coalition of Vermont Labor
- VT-NEA
- United Professions of Vermont/ AFT
- Vermont Workers Center
- Vermont Federation of Nurses and Health Professionals
- Planned Parenthood of Northern New England
- Vermont Public Health Association
- Burlington Business and Professional Women
- AARP Vermont Chapter
- AFSCME
- VT Fair Food Campaign

Guaranteed paid sick days benefit everybody. They're good for workers and their families, good for employers, and critical to public health and safety. Unfortunately, thousands of Vermonters do not have access to paid sick time because no federal or state law currently guarantees any paid time off for Vermont workers. At present, over half of Vermont's private sector employers do not offer paid sick time.ⁱ

Vermont's Paid Sick Days Coalition is working to pass H.208, a bill that would ensure that all workers in Vermont have the ability to earn sick time for personal or family health reasons without loss of pay. If the bill becomes law:

- Employees in Vermont would earn up to a maximum of 56 hours (7 days) each year.
- Employees could use their paid sick time to:
 - Recover from or receive treatment for an illness or injury,
 - Care for a family member when they are ill,
 - Obtain diagnostic, routine, preventive, or therapeutic health care,
 - Take necessary steps for their safety as a result of sexual abuse, domestic violence, or stalking.
- All employers already offering equal or more generous paid sick time, combined time, paid time, or any type of paid leave that can be used for the sick leave purposes defined in the law (as listed above) would be unaffected. Likewise, employers who aren't currently meeting the minimum standard may meet the requirement with the same flexibility.
- Employers' own policies determine the time increments by which workers may use their sick time. For example, if an employer has a policy requiring workers to take at least half a day of time when they are absent with pay, that policy stands for the purposes of this legislation.
- Employers may limit the number of sick days an employee takes to no more than seven days per year, even if the employee has rolled over time from the previous year.
- Employers are not required to cash out unused paid sick time when an employee leaves the job.

ⁱ Vermont Dept. of Labor, Fringe Benefits Survey, 2011.