

**From:** Allen, Susan [Susan.Allen@vermont.gov]  
**Sent:** Wednesday, February 03, 2016 4:51 PM  
**To:** Bourgeois, Kiersten; Gray, Laura  
**CC:** Moulton, Pat; Leriche, Lucy; Pepper, James  
**Subject:** RE: Try this:

I'll try to get something better, but this helps for now ...

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**From:** Bourgeois, Kiersten  
**Sent:** Wednesday, February 03, 2016 4:47 PM  
**To:** Allen, Susan <Susan.Allen@vermont.gov>; Gray, Laura <Laura.Gray@vermont.gov>  
**Cc:** Moulton, Pat <Pat.Moulton@vermont.gov>; Leriche, Lucy <Lucy.Leriche@vermont.gov>; Pepper, James <James.Pepper@vermont.gov>  
**Subject:** Re: Try this:

THANK YOU. This is helpful and will be useful when we speak to employers.

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**From:** Allen, Susan  
**Sent:** Wednesday, February 3, 2016 4:40 PM  
**To:** Bourgeois, Kiersten; Gray, Laura  
**Cc:** Moulton, Pat; Leriche, Lucy; Pepper, James  
**Subject:** Try this:

Background:

- The Senate Bill sets the earned sick time threshold for "not less than one hour for every 52 hours worked". The House Bill sets that at 40 hours/weeks
- Exempt from this are federal employees, school district employees, some execs of a corp or LLC, freelancers, et. al.
- An employer can institute a waiting period for new employees for up to one year
- From 12-17 until 12-31-18 a maximum of 24 hours in a 12 month period can be earned
- After 1/18, there is a 40 hour maximum that can be earned annually
- There are a host of circumstances whereby an employee can use the leave: illness, preventative/therapeutic appointments, need to care for family member due to illness or professional appointments, need to care for child (or other family member) b/c the school or biz where that individual is normally located is closed for public health or safety reasons. (think Snow Days)
- If an employer already offers this, then it appears that some additional documentation will be required, but beyond that, nothing more
- New employers and those with five or fewer employees have a one-year period where they don't have to adhere to this requirement.

Talking Points:

- **Why do we need this bill?** This bill provides a safeguard to workers and employers to ensure health and safety is maintained at the highest levels. Productivity suffers when one ill employee comes to work and infects others, leading to a cascading number of workers becoming ill, and missing work. This change also boosts employee morale.
- **How can it help me?** Will help employers attract better candidates, assure that those workers that are actually sick stay home, improve productivity and employee morale.
- **For those companies that already offer** CTO/PTO with the same level of earned time thresholds, there is no new requirement.
- **Will this bill cost me more?** There is no new tax or assessment associated with this legislation; the majority of employers offer this and therefore will not be impacted by the change.
- Isn't this another mandate that is being forced onto small businesses? The Vermont House bill was drafted by two lawmakers who are also small business owners. They worked hard to craft a bill that protects employers and supports hardworking Vermonters. The Senate took additional steps to protect small business owners, particularly those employing five or fewer workers, who were granted an extension to comply.

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**From:** Allen, Susan  
**Sent:** Wednesday, February 3, 2016 11:56 AM  
**To:** Bourgeois, Kiersten  
**Cc:** Moulton, Pat; Gray, Laura; Leriche, Lucy  
**Subject:** Re: Paid Sick Leave

Thanks!

Sent from my iPhone

On Feb 3, 2016, at 11:54 AM, Bourgeois, Kiersten <[Kiersten.Bourgeois@vermont.gov](mailto:Kiersten.Bourgeois@vermont.gov)> wrote:

I will draft something in a second, let me find something to eat and i will shoot them out to this group. After dealing with Rutland County, I know far too much about this bill, so can get this done quickly

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**From:** Allen, Susan  
**Sent:** Wednesday, February 3, 2016 11:46 AM  
**To:** Moulton, Pat  
**Cc:** Gray, Laura; Bourgeois, Kiersten; Leriche, Lucy  
**Subject:** Re: Paid Sick Leave

Talking points are a great idea pat. Can your folks do that (I don't know the specific hot-button issues for employers)?

Sent from my iPhone

On Feb 3, 2016, at 11:44 AM, Moulton, Pat <[Pat.Moulton@vermont.gov](mailto:Pat.Moulton@vermont.gov)> wrote:

Hi Sue and Laura,  
Rutland seems to be a hot bed of anti paid sick leave. And employers generally are either mis informed or opposed. Has anyone done any sort of TP's on Paid Sick? Something that dispels the rumors? If not, I will see if we can put something together from the employer perspective.

Pat

Patricia Moulton, Secretary  
Agency of Commerce and Community Development  
802-451-9578  
Sent from my iPad, please excuse the typos!

Begin forwarded message:

**From:** "Bourgeois, Kiersten"  
<[Kiersten.Bourgeois@vermont.gov](mailto:Kiersten.Bourgeois@vermont.gov)>  
**Date:** February 3, 2016 at 10:47:21 AM EST  
**To:** "Moulton, Pat" <[Pat.Moulton@vermont.gov](mailto:Pat.Moulton@vermont.gov)>  
**Subject:** THIS MIGHT BE REALLY BAD IDEA...

...but is it worth getting the Gov out front a little more on this? Maybe a quick presser w/ some Chamber/RDC types?

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**From:** Jepson, Lyle P. <[lyle.jepson@castleton.edu](mailto:lyle.jepson@castleton.edu)>  
**Sent:** Wednesday, February 3, 2016 10:31 AM  
**To:** Moulton, Pat; Bourgeois, Kiersten  
**Subject:** FW: GMHRA: Paid Sick Leave Bill Passes  
Vermont Senate in Voice Vote

As you both can see, the Paid Leave Bill is getting a lot of play down here.

Lyle

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**From:** Jill Corbo [<mailto:jillianc@hfcuvt.com>]  
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**Subject:** GMHRA: Paid Sick Leave Bill Passes Vermont  
Senate in Voice Vote

Paid sick leave gets Senate approval by voice. Final  
Senate passage is expected today.

Article: <http://www.vermontbiz.com/news/february/paid-sick-leave-gets-initial-senate-ok>

Bill as passed by committee last week:  
<http://files.ctctcdn.com/64f710d6001/1706361c-f402-4638-87e4-12329fdfe11b.pdf>

<image001.png>

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