

1 H.301

2 Introduced by Representatives Marcotte of Coventry, Kilmartin of Newport

3 City, Batchelor of Derby, Botzow of Pownal, Branagan of

4 Georgia, Devereux of Mount Holly, Dickinson of St. Albans

5 Town, Donovan of Burlington, Higley of Lowell, Hubert of

6 Milton, Kitzmiller of Montpelier, Koch of Barre Town,

7 Kupersmith of South Burlington, Lewis of Derby, Myers of

8 Essex, Ralston of Middlebury, Reis of St. Johnsbury, Shand of

9 Weathersfield, Sharpe of Bristol, Wilson of Manchester and

10 Young of Albany

11 Referred to Committee on

12 Date:

13 Subject: Labor; employment practices; required pay

14 Statement of purpose: This bill proposes to require that an employee be paid a

15 minimum of two hours' pay if he or she reports to work at the employer's

16 request.

17 An act relating to required wage payments

18 It is hereby enacted by the General Assembly of the State of Vermont:

1 Sec. 1. 21 V.S.A. § 342b is added to read:

2 § 342b. REQUIRED PAY

3 (a) On any day an employee who is paid by the hour reports to work at an
4 employer's request for duty in the usual course or nature of the employer's
5 business and is subsequently told by the employer that he or she is not needed
6 for work, the employee shall be paid not less than two hours' pay at his or her
7 regular rate of pay. An employer who makes a good faith effort to notify an
8 employee not to report to work for duty in the usual course or nature of the
9 employer's business at least 12 hours prior to the time the employee's work
10 starts shall not be liable to pay wages under this section. This section shall not
11 apply if the employee is not needed for work for duty in the usual course or
12 nature of the employer's business, due to an event outside the employer's
13 normal course of business, including a fire, natural or manmade disaster, loss
14 of power, or any other event that is not related to the usual course or nature of
15 the employer's business.

16 (b) An employee who reports for work and is subsequently not needed by
17 the employer under subsection (a) of this section shall not be disqualified from
18 receiving unemployment benefits for that day.

19 (c) This section shall not apply to agreements made by the employer and
20 employee for the employee to work fewer than two hours in a day on a regular
21 schedule.

- 1 Sec. 2. EFFECTIVE DATE
- 2 This act shall take effect upon passage.