

VERMONT

Parental and Family Leave

21 VSA § 472

Parental Leave: Labor covers employees with 10 or more workers who work an average of 30 hours per week.

Family Leave: Labor covers employees with 15 or more workers who work an average of 30 hours per week in a year or more who have worked for covered employer for a total of 100 hours a year for a year or more under these laws. During an 12 month period the worker is entitled to 12 weeks of unpaid leave.

Parental Leave: During pregnancy and/or childbirth, or within a year following placement of a child under 18 years of age with the worker for the purpose of adoption.

Family Leave: For the normal illness of the worker's worker's child, dependent, next of kin, partner, or a child, parent, spouse, or parent of the worker's spouse.

In addition to the leave provided in 21 VSA § 472, a worker is entitled to unpaid short-term family leave up to 10 hours in any 30-day period (not more than 24 hours in any 12-month period):

- To care for a family member who is the worker's worker's child, dependent, next of kin, partner, or a child, parent, spouse, or parent of the worker's spouse.
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Short-Term Family Leave: To participate in preschool or school activities related to the academic advancement of the worker's child, dependent, child or next of kin, partner, or a child, parent, spouse, or parent of the worker's spouse, or parent-in-law or medical or dental appointment to accompany the worker's parent, spouse, or parent-in-law in a hospital related to their care and well-being, to receive a medical emergency involving the worker's child, dependent, child or next of kin, partner, or a child, parent, spouse, or parent-in-law.

Child Labor Laws

21 VSA § 484

Non-Agricultural Employment: Children ages 14 and 15 may not work in hazardous occupations and may not work in communications or public utilities jobs, construction or repair jobs, drive a motor vehicle, maintain or repair a motor vehicle, or hold a position of responsibility over other than their typical office functions, processing operations, public messenger jobs, transporting persons or property, warehouse work products are manufacturing, mined or processed, or warehouse work.

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Agricultural Employment: Children ages 14 and 15 may not work in agriculture or on a farm that has given written permission of a parent or guardian on the same farm as their child, and only in non-hazardous jobs.

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Vermont Sexual Harassment Notice

SEXUAL HARASSMENT IS ILLEGAL

21 VSA § 495

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Employment Protections for Victims of Crime

21 VSA § 472c

What is the law? An "eligible victim" is a person who is a victim of a violent crime, as defined by the Vermont Criminal Code, and who has not received a conviction for a crime related to the violent crime.

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Employer Rights: Employers who are eligible victims have the right to take unpaid leave to attend to their own needs or the needs of a family member who is an eligible victim.

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NOTICE

MINIMUM WAGE FOR VERMONT EMPLOYERS AND WORKERS

MINIMUM WAGE RATE

Effective 01/01/26: \$14.02 per hour
Effective 01/01/25: \$14.02 per hour
Effective 01/01/24: \$13.87 per hour

BASIC WAGE RATE (TIPPED EMPLOYEES)

Effective 01/01/26: \$7.21 per hour
Effective 01/01/25: \$7.01 per hour
Effective 01/01/24: \$6.84 per hour

MAXIMUM TIP CREDIT ALLOWED

Effective 01/01/26: \$7.00 per hour
Effective 01/01/25: \$7.21 per hour
Effective 01/01/24: \$6.83 per hour

ADDITIONAL INFORMATION

Service or Tipped Employees: A service or tipped employee means an employee of a hotel, motel, tourist place, or restaurant who customarily and regularly receives more than \$120.00 a month in tips for direct and personal customer service.

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LaborComplaint@vermont.gov
(802) 828-4000 - Fax: (802) 865-7655

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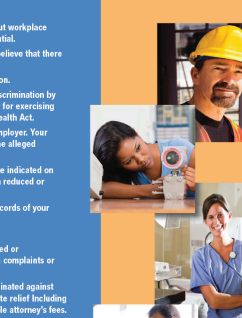
Safety and Health Protection on the Job

The Vermont Occupational Safety and Health Code (Title 21 V.S.A. Chapter 5, Sub-Chapters 4-6) and the rules adopted (there under) provides job safety and health protection for workers.

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request a OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace.
- You or your representative may participate in the inspection.
- You can file a complaint with OSHA within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the Vermont Occupational Safety and Health Act.
- You have a right to sue OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- The State provides that employees may not be discharged or discriminated against in any way for filing safety or health complaints or otherwise exercising their rights under the Code.
- The State also provides that employees who are discriminated against may bring a private action in Superior Court for appropriate relief including reinstatement, triple wages, damages, costs and reasonable attorney's fees.

You have a right to a safe and healthy workplace.

IT'S THE LAW!



Vermont's Earned Sick Time Act

21 VSA § 462

How is sick time earned? An employee earns 1 hour of earned sick time for every 50 hours of actual work, including overtime. An employee will also be entitled to work up to 40 hours in 2025 and subsequent years.

How can sick time be used? Sick time may be used when an employee or employee's child, parent, grandparent, spouse, or parent-in-law is sick or injured. This includes obtaining health care or traveling to related appointments to address the effects of domestic violence, sexual assault, or stalking. Earned sick time may be used to care for a family member because local schools or businesses are closed for public health or safety reasons.

When does accrual begin? An employee begins accruing sick leave on January 1st, 2025, or on the first day of employment, whichever comes later.

When will paid sick time be available to use? An employer may allow use of earned sick time as it accrues or may require employees to wait one year or first day of employment, whichever comes later.

Are all employees entitled to sick time? Not all employees are entitled to the protection of the Act. There are limited exceptions for certain types of employment and certain seasonal and part-time employees.

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Accommodations for Pregnant Employees in Vermont

21 VSA § 480A

What is the law? An employee with a pregnancy-related condition has a right to reasonable accommodations in the workplace to perform their job. A pregnancy-related condition is a condition that is directly related to pregnancy or childbirth. The law applies to all Vermont employers and all pregnant employees.

Effective Date: January 1, 2013

What are the employer's obligations? An employer who requests a reasonable accommodation pertaining to pregnancy, the employer should make time to work with the employee to limit the request, explore a request, including a request, or bring the employee requesting a reasonable accommodation could pose the employer's damages and cost penalties.

Does an employer have to grant every accommodation request? An employer may decline a reasonable accommodation if the accommodation would constitute a undue hardship. An accommodation creates an undue hardship if it would be significantly difficult, unduly expensive, or unworkable to put into place.

What are the employer's rights? If you feel that you need reasonable accommodations to perform your job, you must request the accommodations by communicating with your employer. Examples of pregnancy-related accommodations include, but are not limited to:

- Move breaks for bathroom, water intake, or rest
- Access to a chair or stool
- Time off for prenatal appointments
- A private, clean space for breastfeeding
- Assistance with specific duties, such as manual labor or heavy lifting
- Time off from medical conditions related to pregnancy or childbirth

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Employer's Liability and Workers' Compensation

Notice to Employees

The employee:

- has completed the provisions of Title 21 of the Vermont Statutes, Annotated 661, by obtaining Workers' Compensation Insurance coverage through:
- An injured employee MUST immediately notify his/her employer of an injury.
- The employer MUST file an Employer Claim and Employer's First Report of Injury with the Vermont Department of Labor within 72 hours of the notice of the injury that requires medical attention or results in time lost from work. The employer must also provide a copy of the Form 1 to the injured worker and to the insurance carrier.
- If the employer fails to file a First Report, an employee may file Notice of Injury and Claim for Compensation with the Insurance Carrier.
- Information concerning injured worker rights and benefits is available on the Department's Workers' Compensation website at: <http://www.labor.vermont.gov> or by calling (802) 828-2286. We accept all relayed calls.

Workers' Compensation

The Vermont Department of Labor is an equal opportunity employer that administers equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities. Free language assistance is available upon request. Send an email to laborcomplaint@vermont.gov or call (802) 828-4000 for more information.

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Workers' Compensation Reinstatement Rights Notice

21 VSA § 463B-10

Notice to Employees

Your state has a law that requires workers' compensation benefits regarding the workers of that state. Employees are still required to pay the Federal Minimum Wage from the U.S. Dept. of Labor Fair Labor Standards Act when Federal and state laws have different minimum wage rates, the higher standard will apply.

Reinstatement: An employee who regularly employs 10 or more people (at least 10 of whom work more than 15 hours a week), has an obligation to reinstate a worker who has finished a workers' injury, provided that the following conditions are met:

1. The worker recovers from the injury within two (2) years of the onset of disability.
2. The worker keeps the employer informed of his or her interest in reinstatement and of his or her current mailing address.
3. The worker has no other or alternative suitable employment.
4. The worker is physically capable of performing either their prior job, or an alternative suitable position.

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Safety Records Notice

21 VSA § 681A

Posting of Safety Records

All Vermont employers must advise their employees that they may review the employer's most recent safety records including workplace injury and illness, and where that information may be found. The employer's data that is available for review is any information that is required to be created as a "safe" position for returning worker or to be referred to current employer in order to comply with the law.

Posting of Safety Records: An employer who requests a reasonable accommodation pertaining to pregnancy, the employer should make time to work with the employee to limit the request, explore a request, including a request, or bring the employee requesting a reasonable accommodation could pose the employer's damages and cost penalties.

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The Occupational Safety and Health Act of 1970 (OSHA Act), RL 91-596, assesses safe and healthful working conditions for working men and women throughout the Nation. To obtain more information on OSHA federal programs, call 1-800-321-OSHA or visit OSHA's website at www.osha-slc.gov.

The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont. To file a complaint, report an emergency, or seek VOSH advice or assistance call 1-800-287-2765.

Under a plan approved October 1, 1974, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Vermont is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding Vermont's administration of this plan directly to the Occupational Safety and Health Administration, John F. Kennedy Federal Building, Room E-340, Boston, MA, 02203, Telephone (617) 365-9850.

ASSISTANCE AND INFORMATION:

The plan provides that employers and employees may request free voluntary confidential consultation and training or assistance, which is provided by non-enforcement Project WORKSAFE personnel.

1-800-287-2765

www.labor.vermont.gov

Further information, including copies of the Code and of specific safety and health standards, may be obtained by contacting:

Project WorkSAFE
Department of Labor
5 Green Mountain Drive
PO Box 488
Montpelier, Vermont 05601-0488
Telephone: (802) 865-7655
Toll-free at 1-888-723-3937.

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UNEMPLOYMENT INSURANCE

21 VSA § 1301-1471

If you have been unemployed, or your work hours have been reduced, you may be eligible for unemployment benefits.

Call the Vermont Department of Labor 1-877-214-3330 (toll free)

If you are forced to leave your job as a result of domestic violence, sexual assault, or stalking, you may be eligible for benefits under the Domestic and Sexual Violence Survivor's Transitional Employment Program. When speaking with a representative on the toll-free number listed above, please ask to speak with a Domestic Violence Program Manager.

For free professional help in finding a job, an internship, or job training opportunities, visit a Department of Labor Job Center near you.

Visit your local Job Center, visit laborvermont.gov or call 1-877-214-3330.

Equal opportunity is the law. The Vermont Department of Labor is an equal opportunity employer that administers equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities. Free language assistance is also available. Call 1-877-214-3330 (we accept all relayed calls) if you are in need of these services.

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