

**STATE OF VERMONT**

**H.187 - Absence from work for health care and safety (Paid Sick Leave)**

Last week this bill passed through the Senate, and on February 17 House members voted 81-64 to approve the Senate's version. There were several attempts to add amendments, but ultimately it passed in the same form as referenced in last week's update. More information to follow on what this means to Vermont employers and employees after it is signed into law by Governor Shumlin.

**H.773. Classification of employees and independent contractors**

This week the House Committee on Commerce & Economic Development continued to hear testimony on the bill introduced by Vermont's Department of Labor, which proposes to amend definitions related to independent contractors in the workers' compensation and unemployment compensation statutes, and to revise the Department of Labor's enforcement rules over workers' compensation violations.

The House Committee continues to state that they want to create a fair and competitive market for both employees and independent contractors. If you want to reach out to members of the Commerce & Economic Development Committee to share an opinion, the timing is right. The bill is currently being revised and will be voted on shortly.

<http://legislature.vermont.gov/committee/detail/2016/11>

**S.241 – Personal possession and cultivation of cannabis and the regulation of commercial cannabis establishments (Legalization of Marijuana)**

The Senate Committee on Economic Development, Housing, and General Affairs continued to hear testimony on this topic. There was more discussion concerning safety in the workplace and employer liability this week.

The Senate Transportation Committee has started to brainstorm funding for highway safety initiatives to ensure that law enforcement officials can manage drivers who are under the influence of marijuana.

The bill is being revised by the Appropriations Committee now, and a vote is expected from them early next week. If passed, the bill will be on the Senate floor shortly thereafter.

## NATIONAL UPDATE

Have you explored taking a more active role with the SHRM Government Affairs team? The HR Policy Action Center on the SHRM website is a great resource for learning about human resources related federal legislative proposal in front of Congress.

Through the HR Policy Action Center you can:

- Send timely communications to lawmaker's Washington, DC office by email
- Read and respond to timely SHRM "Calls to Actions" as it relates to HR public policy issues
- Find contact information for federal elected officials
- Find election information and candidates for your state
- Join the SHRM Advocacy Team (A-Team)

**For more information please check out the following link:**      <http://www.advocacy.shrm.org/home>

For more information about the SHRM Vermont State Council Legislative Employment Law and Legislative Advocacy Update, please contact Shelley Field at 802-772-2215 or [shelley.field@casella.com](mailto:shelley.field@casella.com).