



VERMONT LEGISLATIVE
Joint Fiscal Office

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Fiscal Note

May 2, 2024

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S.102 – An act relating to expanding employment protections and collective bargaining rights

As recommended by the House Committee on General and Housing, Draft 4.1

Bill Summary

This bill proposes to establish a good cause standard for termination of employment, require employers to provide severance pay to terminated employees, and permit employees or representative organizations to bring an enforcement action on behalf of the State for violations of the good cause termination requirement. It would prohibit employers from taking adverse employment actions against an employee in relation to the employee's exercise of free speech rights. This bill would also permit agricultural and domestic workers to collectively bargain and permit employees to elect a collective bargaining representative through card check elections.

Fiscal Impact

This bill creates a working group with an estimated cost of \$11,500 to the General Fund in fiscal year 2025. It does not include an appropriation for costs associated with this group; the cost would be absorbed by the General Assembly's fiscal year 2025 budget.

Background and Details

The following sections have a fiscal impact.

Section 3

This section would establish the Agricultural Worker Labor and Employment Study Committee to examine the application of Vermont's labor relations and employment laws to agricultural workers and identify potential legislative action to provide additional coverage to agricultural workers under those laws.

The Committee would be made up of four members of the House of Representatives and four members of the Senate.

The Committee would be required to submit a written report to the General Assembly on or before December 15, 2024, with its findings and recommendations. Legislative members of the Committee would be entitled to per diem compensation and expense reimbursement, pursuant to 2 V.S.A. § 23, for not more than six meetings.