



VT FaMLI

Vermont Family and Medical Leave Insurance

H.196 Bill Summary: As Passed the House & Senate

- The proposed legislation will direct Vermont to develop a state-run family leave insurance program for public and private sector employees in the state.
- Qualifying Conditions include:
 - Pregnancy, birth, adoption, foster (both maternal and paternal).
 - Serious illness or non-work related injury of the employee's close family member.
- Maximum duration of paid benefit: Up to 12 weeks per family for welcoming a new child and up to six weeks for caring for an ill or injured close family member.
- Compensation: 70% wage replacement up to a cap of 2x the livable wage, as calculated by the Vermont Joint Fiscal Office (about \$1,040 per week maximum).
- Eligibility: Employees must have earned at least \$10,710 in Vermont during the last 12 months.
- The insurance program will be financed by a 0.136% payroll deduction (on wages up to \$150,000) paid for by the employee by default with the option for employers to pay all or a portion of the cost.
- Employee's job is protected while they are out on qualifying leave unless:
 - The position was going to be terminated prior to the employee's request,
 - The employee would have been laid off for reasons unrelated to the leave,
 - The employee performed a unique service and hiring a permanent employee to replace the employee was necessary to prevent substantial economic injury to the employer's operation, or
 - The employee works for an employer with fewer than 10 employees. In this instance, employers must offer the employee the first comparable job upon that employee's return (if a job becomes available within a period of two years after the employee's leave).
- The program will be administered by the VT Department of Labor.

For more information, contact:

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