



VT FaMLI

Vermont Family and Medical Leave Insurance

H.196 Bill Summary

- The proposed legislation will direct Vermont to develop a state run family and medical leave insurance program for all public and private sector employees in the state.
- Qualifying Conditions include:
 - Pregnancy, birth, adoption or foster (all parents)
 - Serious illness or non-work related injury of the employee or a close family member.
- To be eligible for coverage, a person must have paid into the insurance program for a minimum of six out of the past 12 months.
- Maximum duration of benefit: 12 weeks
- Compensation: 100% wage replacement up to a cap of 2x the livable wage, as calculated by the Vermont Joint Fiscal Office.¹
- The insurance program will be financed by a 0.93% payroll deduction divided equally between the employer and the employee (0.465% each).
- Employee's job is protected while they are out on qualifying leave unless:
 - They have have worked for their current employer for less than 12 months,
 - 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, or
 - 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.
- Sole proprietors and otherwise self-employed individuals may opt-in to the insurance program. If they choose to participate, they will be responsible for paying both the employee and employer shares.
- The program will be administered by the VT Department of Labor.

¹ 2016 Livable Wage: \$13.03 hour