

## H.196 Bill Summary Updated 4.29.17

- The proposed legislation will direct Vermont to develop a state run family and medical 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 6 weeks.
- Compensation: 80% wage replacement up to a cap of 2x the livable wage, as calculated by the Vermont Joint Fiscal Office.<sup>1</sup> This is about \$1,040 per week maximum.
- Employees must have been employed for at least 12 of the previous 13 months to qualify for the insurance program.
- The insurance program will be financed by a 0.141% payroll deduction (upto \$150,000 in wages) 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 employee works for an employer with fewer than 10 employees.
  - 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 program will be administered by the VT Department of Labor.

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<sup>1</sup> 2014 Livable Wage: \$13/hour

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