

H.196 (Vetoed). Paid family leave

This bill would have created the Parental and Family Leave Insurance Program for the payment of Parental and Family Leave Insurance benefits to eligible individuals, including the following:

- The Program would have been jointly administered by the Departments of Labor and of Taxes.
- The Program would have been funded by a payroll tax of 0.136 percent on the first \$150,000.00 of each employee's wages.
- An individual would have been eligible to receive benefits if he or she had earned at least \$10,710.00 in wages in Vermont during the past 12 months.
- An eligible individual would have received up to 12 weeks of benefits within a 12-month period, including a maximum of 12 weeks of parental or bonding leave and a maximum of six weeks of family care leave.
- The bill also included provisions related to the Program that governed the collection of payroll taxes, applications for benefits, determinations of eligibility for benefits, appeals, collection of overpaid benefits, penalties for false statements, and confidentiality of information.

In addition, this bill would have required the Departments of Labor and of Taxes to adopt rules necessary to administer the Parental and Family Leave Insurance Program by April 1, 2019 and required the Commissioner of Labor to develop education and outreach materials related to the Program by June 1, 2019. The bill also would have required the Commissioners of Labor and of Taxes to report in 2021, 2022, and 2023 regarding the adequacy of the reserves in the Parental and Family Leave Insurance Special Fund.

On October 1, 2020, this bill would have amended the Parental and Family Leave Act to permit leave following a placement for foster care and to permit an eligible employee to take family leave if his or her employer employed 10 or more individuals for an average of 30 hours or more per week during a year. On October 1, 2020, this bill also would have amended Vermont's unemployment insurance law to add Parental and Family Leave Insurance benefits to the types of remuneration that would disqualify an individual from receiving unemployment insurance benefits.

Vetoed by the Governor: May 22, 2018

Effective Date: Not applicable