

**Vermont**  
**Size of Establishment by Industry Sector**  
private industry establishments, employment and wages, first quarter 2017

Industry Sector	Total	Size of establishment <sup>1</sup>								
		4 or fewer workers <sup>2</sup>	5 to 9 workers	10 to 19 workers	20 to 49 workers	50 to 99 workers	100 to 249 workers	250 to 499 workers	500 to 999 workers	1,000 plus workers
<b>Total Private</b>										
Establishments	23,852	14,775	3,986	2,660	1,643	490	219	45	22	12
Employment, March	251,863	21,822	26,524	35,705	48,683	33,919	32,733	15,578	15,379	21,520
Wages, quarterly (000)	2,847,990	280,377	248,408	333,807	494,700	385,321	398,345	233,298	216,759	256,974
% of private establishments	100.0	61.9	16.7	11.2	6.9	2.1	0.9	0.2	0.1	0.1
% of private employment	100.0	8.7	10.5	14.2	19.3	13.5	13.0	6.2	6.1	8.5
% of private wages	100.0	9.8	8.7	11.7	17.4	13.5	14.0	8.2	7.6	9.0

**Relationship to Parental and Family Leave Act (unpaid, job-protected leave)**

- Employers with fewer than 10 employees comprise roughly 78.6% of private employers in Vermont, but employ only roughly 19.2% of private sector employees in Vermont.
- Under H.196, Vermont’s PFLA (unpaid, job-protected leave) will apply to employees who work an average of 30 hours week for an employer for a year, provided that the employer employs 10 or more individuals who are employed for an average of at least 30 hours per week during the year.
- Thus, PFLA will likely apply to fewer employers than the roughly 21.4% who employ 10 or more employees, because not all of those employers will have 10 or more employees who are employed for an average of at least 30 hours per week during the year.
- Likewise, PFLA will likely apply to fewer employers that the roughly 80.8% of employees that are employed by an employer with 10 or more employees because:
  - their employer may not have enough employees employed for an average of at least 30 hours per week during the year to be covered by the law; or
  - the employee may not have been employed by the employer for an average of at least 30 hours week for a year.