

**Vermont H.107, Paid Family and Medical Leave
As Passed the House and the Senate Proposal of Amendment
Preliminary Estimates in 2019 \$\$**

	As Passed the House	Senate Proposal of Amendment
	12 wks for bonding/parental leave; 8 wks for family care; 8 wks for own medical care; wg repl 90/50; max benefit 2.5 times VLW	12 wks for bonding/parental leave, 16-week limit per couple; 8 wks for family care; 6 wks voluntary own medical leave, opt in, 40% participation; wg repl 90/55; max benefit AWW
Maximum Weekly Benefit	2.5 times VT Livable Wage, \$1334	Vermont Average Weekly Wage, \$964
Weeks Receiving Program Benefits		
Own Serious Medical Benefit	6.6	5.2
Bonding/Parental Benefit	8.5	8.5
Family Care Benefit	4.2	4.2
Benefit/Admin Cost if full-year, FY 2021		
Own Serious Medical Benefit	\$41.1 mil	\$20.4 mil
Bonding/Parental Benefit	\$25.0 mil	\$22.6 mil
Family Care Benefit	\$4.7 mil	\$3.7 mil
Total Benefit Cost	\$70.9 mil	\$26.3 mil mand, \$20.4 mil vol
Administrative Costs	\$6.6 mil	\$3.4 mil mand, \$1.8 mil vol
Total Cost	\$77.5 mil	\$29.7 mil mand, \$22.2 mil vol
VT Taxable Earnings in FY 2021	\$14,583 mil	\$14,583 mil
Cost as a Percent of Taxable Earnings	0.55%	0.20% mand, 0.38% vol, 0.58% if both