

Comparison of H.107 as Passed House General and House Ways and Means

	As Passed House General	As Passed House Ways and Means
Employers Covered	All	All
Employees Covered	All employees that receive wages/tips subject to VT income tax	All employees that receive wages/tips subject to VT income tax
Self-Employed Opt-In	Yes	No
Employer Opt-Out with Alternative Coverage	No	Yes
Leaves covered	Bonding, own medical, family medical	Bonding, own medical, family medical
Eligibility Requirements to Use Benefits	Earned \$11,200 in last 4 calendar quarters	Worked in 6 months during past 4 calendar quarters + Earned \$11,200 in last 4 calendar quarters
Contribution Rate	0.93%	0.55%
Who Pays	Employer and Employee (50/50)	Determined by employer
Length of Leave (Total)	12 weeks	12 weeks
Length of Leave (Bonding)	12 weeks	12 weeks
Length of Leave (Medical)	12 weeks	8 weeks
Length of Leave (Bereavement)	2 weeks	N/A
Benefit Amount	100% AWW	90% of AWW up to VT Livable Wage + 50% of amount over Vt Livable Wage
Benefit Cap	2x VT Livable Wage (\$1,067/week)	2.5x VT Livable Wage (\$1,334/week)
Who administers	DOL and Tax	Private Insurance Carrier
Who collects contributions	Tax	Tax
Contributions Begin	7/1/20	1/1/20
Benefits Begin	10/1/21	7/1/20
Family Members Covered	Child, spouse, parent, grandchild, grandparent, and sibling	Child, spouse, parent, grandchild, and grandparent