

<b>Vermont Paid Family &amp; Medical Leave Bill Comparisons</b>			
<i>2017/2018 biennium</i>			<i>2019/2020 biennium</i>
<b>H.196 as Introduced in 2017</b>	<b>H.196 as Passed the House in 2017</b>	<b>H.196 as Passed the Senate (and House) in 2018</b>	<b>H.107 as Introduced in 2019</b>
Up to 12 weeks	Up to 6 weeks	Up to 12 weeks (per household for parental leave)	Up to 12 weeks
100% wage replacement (% of average weekly wage, capped at two times the livable wage)	80% wage replacement (% of average weekly wage, capped at two times the livable wage)	70% wage replacement (% of average weekly wage, capped at two times the livable wage)	100% wage replacement (% of average weekly wage, capped at two times the livable wage)
Leave can be used to bond with a new baby, care for an ill or injured family member, or recover from own illness or injury	Leave can be used to bond with a new baby, care for an ill or injured family member	Leave can be used to bond with a new baby, care for an ill or injured family member	Leave can be used to bond with a new baby, care for an ill or injured family member, or recover from own illness or injury
Must have worked 6 of the last 12 months to be eligible	Must have worked 12 of the last 13 months to be eligible	Must have earned at least \$10,710.00 in wages in Vermont during the last 12 months	Must have earned during the last 12 months at least an amount that is equal to or greater than 1,040 hours at the minimum wage
Self-employed <b>can</b> elect to obtain coverage	Self-employed <b>can not</b> elect to obtain coverage	Self-employed <b>can not</b> elect to obtain coverage	Self-employed <b>can</b> elect to obtain coverage
Funded by .93% payroll deduction [split evenly (.465% each) by employer & employee]	Funded by .141% payroll deduction (paid by default by employees, with employer option to contribute)	Funded by .136% payroll deduction (paid by default by employees, with employer option to contribute)	Funded by .93% payroll deduction [split evenly (.465% each) by employer & employee]
Employers are required to provide job protection (with a few exceptions)	Employers are required to provide job protection (with a few exceptions) unless the employer employs fewer than 10 FTEs (defined as at least 30 hours per week)	Employers are required to provide job protection (with a few exceptions) unless the employer employs fewer than 10 FTEs (defined as at least 30 hours per week), in which case the employer would be required to reinstate that employee to his/her job if it becomes available within a two-year period	Employers are required to provide job protection (with a few exceptions) unless the employer employs fewer than 10 FTEs (defined as at least 30 hours per week), in which case the employer would be required to reinstate that employee to his/her job if it becomes available within a two-year period

**Per Person FaMLI Costs**

**For full-time minimum wage worker (\$22,422/year, pre-tax)**

	Bill as passed House (.141%)	Bill as passed Senate (.136%)	Bill as Introduced (.465%)
Cost per day	< 1 cent	<1 cent	\$0.29
Cost per week	\$0.59	\$0.57	\$2.00
Cost per month	\$2.57	\$2.48	\$8.69
Cost per year	\$30.78	\$29.70	\$104.26

**For one full-time worker earning median household income (\$57,808/year, pre-tax)**

	Bill as passed House (.141%)	Bill as passed Senate (.136%)	Bill as Introduced (.465%)
Cost per day	\$0.22	\$0.22	\$0.74
Cost per week	\$1.58	\$1.51	\$5.17
Cost per month	\$6.79	\$6.55	\$22.40
Cost per year	\$81.50	\$78.62	\$268.81

**FT worker earning VT per capita income (\$31,917/year, pre-tax)**

	Bill as passed House (.141%)	Bill as passed Senate (.136%)	Bill as Introduced (.465%)
Cost per day	\$0.12	\$0.12	\$0.41
Cost per week	\$0.87	\$0.83	\$2.85
Cost per month	\$3.75	\$3.62	\$12.37
Cost per year	\$45.00	\$43.41	\$148.41