

## Different Measures Used in Setting Benefits for Family and Medical Leave Insurance (FMLI)

JFO/jm; Updated 1 May 2019  
Prepared for Senate Economic Development Committee

H.107 sets the benefit at 90% of earnings up to the VT Livable Wage and 50% of earnings above that amount, capped at 2.5 times the VT Livable Wage.

	Hourly	Weekly	Annual	2.5 Times - wkly	2.5 Times - p.a.	Annual Income to get max. ben.
VT Liv Wg 2018 (1/15/2019)	\$13.34	\$533.60	\$27,747	\$1,334	\$69,368	\$116,538

**Issue #1:** The VT Livable Wage is updated every two years and may contain changes in methodology when updated.

**Alternative Measures:** Consider a measure related to Vermont's Average Weekly Wage, available on the VT Dept of Labor website, and used by New York, Washington State, and Massachusetts in their paid family leave programs.

**Issue #2:** Vermont would have the most generous maximum weekly benefit of all states with FMLI.

May 2018 State Occupational Employment and Wage Estimates -- Vermont (updated on Apr. 11, 2019)

[https://www.bls.gov/oes/current/oes\\_vt.htm#00-0000](https://www.bls.gov/oes/current/oes_vt.htm#00-0000)

	Hourly	Weekly	Annual	Max Wkly Ben 2.5 Times (H.107)	Annual	Size relative to VT Liv Wg	10-yr avg gro rate
VT Liv Wg 2018 (1/15/2019)	\$13.34	\$533.60	\$27,747	\$1,334	\$69,368		1.40%
60% of VT Avg Wkly Wg*	\$14.47	\$578.64	\$30,089	\$1,447	\$75,223	108%	2.53%
57% of VT Avg Wkly Wg	\$13.74	\$549.71	\$28,585	\$1,374	\$71,462	103%	2.53%
55% of VT Avg Wkly Wg	\$13.26	\$530.42	\$27,582	\$1,326	\$68,955	99%	2.53%
25th percentile 2018	\$13.98	\$559.20	\$29,078	\$1,398	\$72,696	105%	2.22%
*Note: The VT Avg Wkly Wg for 2018 was released by the Bureau of Labor Statistics on 4/2/2019.							
VT Avg Wkly Wg in 2018	\$24.11	\$964.40	\$50,149	\$2,411		181%	
Gov. Scott's proposal (60% of Soc Sec tax max)				\$1,533		115%	

### How several other states use the statewide AWW in their benefit calculation

		Max Wkly Ben
New York	For family care, benefit is 55% of own average weekly wage, not to exceed 55% of statewide Avg Wkly Wg; Family care percentage rises to 60% in 2020 and 67% in 2021 (if 67%, max ben \$909+\$170=\$1,079)	\$984
Washington State	For own disability, benefit is 50% of own average weekly wage, with a maximum of \$170/week Benefit is 90% of own average weekly wage up to 50% of statewide Avg Weekly Wg If earn more than 50% of statewide Avg Wkly Wg, 50% of excess, with a max of \$1,000/week Intent for max benefit: 90% of statewide Avg Wkly Wg	\$1,000
Massachusetts	80% of employee's wages up to 50% of statewide Avg Wkly Wg plus 50% of employee's wages above the statewide Avg Wkly Wg; Maximum benefit is \$850/week	\$850