

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

DRAFT

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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.
VT Liv Wg 2018 (1/15/2019)	\$13.34	\$533.60	\$27,747	\$1,334	\$69,368

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

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 2017 State Occupational Employment and Wage Estimates --Vermont

https://www.bls.gov/oes/2017/may/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	\$1,334	\$69,368		1.40%
60% of VT Avg Wkly Wg*	\$14.09	\$563.52	\$1,409	\$73,258	106%	2.53%
55% of VT Avg Wkly Wg	\$12.91	\$516.56	\$1,291	\$67,153	97%	2.53%
25th percentile 2017	\$13.43	\$537.20	\$1,343	\$69,836	101%	2.22%
*Note: The VT Avg Wkly Wg for 2017 was released by the VT Dept. of Labor on 4/2/2018.						
VT Avg Wkly Wg in 2017	\$23.48	\$939.20	\$2,348	\$48,838	176%	
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