

Three Models for Vermont (March 19, 2019), IWPR Modeling Results converted to 2019 Dollars

	Model 1	Model 2	Model 3
	12 weeks for maternity/bonding 8 weeks for family care, own medical Wage repl 90% up to VLW and 50% above VLW up to 2.5 times VLW No self-employed <i>liw- vv•co ° fira, &IV</i>	12 weeks for maternity/bonding 9 weeks for family care, own medical Wage repl 90% up to VLW and 60% above VLW up to 2 times VLW No self-employed	12 weeks for maternity/bonding 6 weeks for family care, own medical Wage repl 80% up to VLW and 60% above VLW up to 2 times VLW No self-employed
Number of Leaves Taken and Receiving FMLI Benefits			
Own Serious Health Condition (Self Care)	9,103	9,217	9,280
Parental/Bonding	4,217	4,217	4,272
Family Care	1,754	1,826	1,880
Total	15,074	15,260	15,432
Weeks Receiving Program Benefits			
Own Serious Health Condition (Self Care)	6.6	7.1	5.3
Parental/Bonding	8.3	8.4	8.2
Family Care	4.2	4.3	3.6
Overall	7.3	7.8	6.4
Average Weekly Benefit	(\$561.4)	\$689	\$634
Benefit Cost (\$millions, 2019)			
Own Serious Health Condition (Self Care)	.8	\$45.4	\$30.8
Parental/Bonding	\$24.2	\$24.2	\$22.4
Family Care	\$4.6	\$5.2	\$4.1
Total Benefit Cost	\$68.9	\$74.7	\$57.4
Administrative (5 percent, \$millions)	\$3.4	\$3.7	\$2.9
Total Cost (\$millions, 2019)	\$72.4	\$78.4	\$60.3
VT-UFO Taxable Earnings (\$millions, 2019)	\$14,125.1	\$14,125.1	\$14,125.1
Cost as a Percent of Total Earnings	0.50%	0.55%	0.42%

Source: Estimates based on IWPR-ACM Family Medical Leave Simulation Model based on 2012-2016 American Community Survey (ACS) and 2012 FMLA Employees survey (10 replications run 18-19 March 2019).