

A Comparison of Vermont Paid Family and Medical Leave Proposals - January 2023

Essential Component	Why it matters	Administration Plan	House Bill as Introduced
Comprehensive Coverage	Covers the kinds of caregiving leave that impact Vermonters across the lifespan: parental/bonding, family caregiving, leave to recover from one's own illness or injury, military-related, and "safe" time for survivors of partner violence.	? The plan does not appear to include safe time, and benefits do not meet standards for equitable access.	YES Includes all 5 types of leave, at levels that improve equitable access.
All workers covered	Covers types of work often excluded from benefits: part-time, seasonal, self-employed	NO Employers decide whether to offer the benefit in phases one and two. Unclear what level of benefit will be available for individuals in phase 3.	YES Benefit is tied to worker, not employer. Self employed may opt-in for 3 year terms
Wage replacement level at or near 100%	Low-income workers need as much of their income as possible to pay their bills, and won't take leave if it means falling further behind financially.	NO Sets benefit floor at 60% wage replacement	YES 100% replacement, capped at the state avg weekly wage (around \$1100)

Inclusive family definition	Reflect modern realities of familial bonds	NO Uses outdated, limited family definition	YES
12 weeks for all leave types	For bonding, this is considered the minimum leave to establish a strong attachment that forms the basis for healthy child development, as well as breastfeeding and well-baby care. For the other leaves, 12 weeks provides a reasonable range to cover most leave-taking needs.	NO The plan establishes a 6-week leave	YES Also 2 of the 12 can be used for bereavement
Job protection	Ensures all workers have the right to return to work following leave and will not be punished or fired for taking leave	?	YES
Public Administration	Privatizing public goods and services has been shown to increase disparities for marginalized groups.	NO Administered by a for-profit corporation	YES Office of the Treasurer