

Comparison of Paid Family Leave Program as Rec by House General, Ways and Means, and Appropriations Committees					
JFO/jm, LC/djl; April 4, 2019					
		Proposed	Proposed	Proposed	Proposed
		Vermont (H.107 as passed House General)	Vermont (H.107 as passed House W&M)	Vermont (H.107 as passed House W&M and Appropriations)	H.396 (Governor's Plan)
Status	Enacted	----	----	----	----
	Effective	July 1, 2019	July 1, 2019	On Passage	July 1, 2019
		Tax begins July 1, 2020; Ben's begin Oct. 1, 2021	Tax begins Jan 1, 2020; Ben's begin July 1, 2020	Tax begins April 1, 2020; Ben's begin Oct 1, 2020	Coverage begins July 1, 2020
Reasons and Duration (wks)	Family care	12	8	8	6
	Birth, adoption, foster	12	12	12	6
	Own disability (year established TDI*)	12	8	8	6
	Military Exigencies and Care				6
	Maximum, if any	Max 12 wks in 12 mos	Max 12 wks in 12 mos	Max 12 wks in 12 mos	Max 6 wks in 12 months
Definition of Family Member	Child	X	X	X	X
	Parent	X	X	X	X
	Spouse	X	X	X	X
	Domestic partner	X	X	X	
	Grandparent	X	X	X	
	Grandchild	X	X	X	
	Sibling	X			
	Parent-in-law	X	X	X	
Eligibility		Earned at least (minimum wage) x 1,040hrs in past 12 mos.	Earned wages in a least 6 mos. during last 4 calendar quarters	Earned wages in a least 6 mos. during last 4 calendar quarters	12 mos. of work while enrolled in Plan
			AND earned at least (minimum wage) x 1,040hrs in past 12 mos.	AND earned at least (minimum wage) x 1,040hrs in past 12 mos.	
Funding	Employer pays	0.465% on first \$150,000 of ee's wages	optional	optional	optional++
	Employee pays	0.465% on first \$150,000 of ee's wages	0.55% on first \$132,900 of ee's wages##	0.55% on first \$132,900 of ee's wages##	Unknown
Benefit amount	Per week	100%	90% of employee's wgs up to VT weekly liveable wage + 50% of employee's wgs above VT weekly liveable wage	90% of employee's wgs up to VT weekly liveable wage + 50% of employee's wgs above VT weekly liveable wage	60% of employee's AWW
	Maximum	\$1,067.20/wk	\$1,334/wk	\$1,334/wk	\$1,533.46/wk
Employer type	Private	All	All	All (May also comply with program through Alternative Plan)	Opt in
	Public	All	All	All (May also comply with program through Alternative Plan)	All State, Opt in for other public employers
	Self-employed	Opt in			Opt in
Waiting period		None	None	None	None