


<div>  Vermont - Leave Types, Benefit Amounts and Durations </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Vermont Parental and Family Leave Act (VPFLA)	Leave Laws - VPFLA runs concurrently with federal FMLA. Pay Laws - VPFLA will run concurrently with VT FMLI, once this program is live.	Leave	10 or more employees (US) – parental leave 15 or more employees (US) – family/medical leave	12 months of employment with current employer. Employee works an average of 30 hours.	Yes	Yes	12 weeks Parental, family care, and medical leave (including pregnancy disability).	N/A	N/A	Child, stepchild, or ward who lives with the employee, foster child, parent, spouse, or parent of the employee's spouse.
Vermont Paid Family and Medical Leave Insurance (FMLI)*	Leave Laws - VT FMLI will run concurrently with FMLA and VTPFLA, once the VT FMLI program is live. Pay Laws - N/A	Pay	Private employers with 2 or more employees who choose to opt into the program. OR Private employees who have individually opted into the program.	Their employer must be enrolled in the program* OR the EE must opt into the program *Employers are able to set eligibility requirements with their unique plan.	No	No	6-26 weeks Parental, family care, medical(including pregnancy disability), injured service member, and military exigency leave.	60-70% of average weekly wage, not less than \$1,945.38 and up to \$2,500 (2024)	Variations depending on employer plan (a short period of time, 7 calendar days, at the beginning of a leave that is unpaid)* *For employer plans that are 100% funded by employee contributions, a waiting period is required.	Spouse, child, stepchild, foster child, ward who lives with the employee, parent or parent of the employee's spouse

*Upcoming law (not active) - final details of the VT FMLI are pending. The effective date for the program is 7/1/24.

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.