



STATE OF VERMONT

The legislature reconvened this week focusing early on two bills; **H. 107 Paid Family and Medical Leave Bill** and **S23 Minimum Wage Bill**. At the close of the last session the House and Senate found little compromise and both bills were sidelined. This year, both the House and the Senate appear committed on passing both bills. With this new apparent harmony in the legislature it is thought that both the Paid Family & Medical Leave Bill and Minimum Wage Bill will advance quickly, the final details yet to be confirmed.

Recap of both bills below:

H.107 Paid Family and Medical Leave:

Briefly, the revised Senate bill will provide 12 weeks paid leave at a 90% wage replacement based on Vermont’s livable wage along with a maximum benefit to be finalized. There is no longer a mandatory employer contribution to fund the program, however, all employees will be subject to a payroll tax including 60,000 part-time workers who will not be eligible to enroll in the insurance program. The program would be administered by a third-party insurance company.

S23: Minimum Wage Bill:

The minimum wage will increase to \$15 an hour by 2024 and on each subsequent January 1st, the rate shall be increased by either 5 percent or the CPI index, whichever amount is smaller.

As outlined in the bill:

- January 1, 2020 \$11.50
- January 1, 2021 \$12.25
- January 1, 2022, \$13.10
- January 1, 2023, \$14.05
- January 1, 2024, \$15.00

New amendment to the bill from 2019 remains in place and would provide annual Medicaid rate increases to certain health care providers to fund minimum wage increases and wage compression. The bill now includes appropriations to home health agencies and long-term care providers to fund the increase in the minimum wage and wage compression.

Links to all bills:

House bills: <https://legislature.vermont.gov/bill/all-house/2020>

Senate bills: <https://legislature.vermont.gov/bill/all-senate/2020>

House committee assignments can be found by clicking on the following link:

<https://legislature.vermont.gov/committee/list/2020/House-Standing#House-Standing>

Senate committee assignments can be found by clicking on the following link:

<https://legislature.vermont.gov/committee/list/2020/Senate-Standing#Senate-Standing>

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