A statewide family and medical leave insurance program would:
› give every Vermont worker paid time off to care for a new child or loved one or recover from illness;
› promote economic security for women and families;
› level the playing field for small businesses; and
› enable more parents to stay home with new babies, which would help address Vermont’s shortage of regulated child care for infants.

Only about 60% of workers in the U.S. are eligible for leave under the federal Family and Medical Leave Act (FMLA), and it remains inaccessible to those who cannot afford it because it means an employee would have to choose between taking care of themselves or a loved one or losing their paycheck.

Only 11% of workers in the U.S. have access to paid family leave through an employer, and less than 40% have access to personal medical leave.

Among working mothers, only about half are able to take any kind of paid leave – including sick or vacation time – when their children are born. And, most strikingly, more than 40% of bankruptcies in the U.S. are a result of lost income when the employee or a family member falls ill.

Let’s Grow Kids found that, in Vermont, 85% of infants who are likely to need care don’t have access to high-quality programs, and 61% don’t have access to any regulated programs.³

10 weeks of paid leave for new parents, on average, reduces infant mortality by up to 4.5%.

The presence of parents shortens children’s hospital stays by 31%.

When mothers take longer leaves, their babies are more likely to be seen by a pediatrician for immunizations and regular checkups.

Men who take two or more weeks off after the birth of their child are more involved in the direct care of their children months later.

Maternal mental health improves, including less depressive symptoms and lowered levels of parenting stress, when a mother can take extended leave from work after the birth of a child and when her spouse can take leave.

Breastfeeding mothers who take the paid leave continue breastfeeding for twice as long as mothers who don’t use the program.
Vermont Family and Medical Leave Insurance

ECONOMIC SECURITY FOR WOMEN AND FAMILIES

- Women who took paid leave were 40% less likely to be receiving food stamps and 39% less likely to be receiving any form of public assistance in the year after the birth of a child than women who returned to work without taking leave.
- Women who have 30+ days of leave are significantly more likely to report wage increases in the year following the child’s birth.
- Women who access paid leave programs tend to stay in the workforce.

A STRONGER VERMONT ECONOMY AND SMALL BUSINESSES

- Ensuring family and medical leave for all working Vermonters will level the playing field for Vermont small businesses that simply cannot afford to offer leave as a benefit.
- Employers in states with leave have reported that offering paid family and medical leave has either no impact or positively impacts their business – such as though lower turnover and higher morale.

Models of family and medical leave insurance

<table>
<thead>
<tr>
<th>Wage Replacement (%)</th>
<th>Funded By</th>
<th>Family Leave (wks)</th>
<th>Medical Leave (wks)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vermont – 66%</td>
<td>Employer</td>
<td>4</td>
<td>30</td>
</tr>
<tr>
<td>California – 55%</td>
<td>Employer</td>
<td>6</td>
<td>52</td>
</tr>
<tr>
<td>New Jersey – 52%</td>
<td>Employer &amp;</td>
<td>6</td>
<td>26</td>
</tr>
<tr>
<td>Canada – 55%</td>
<td>Employer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sweden – 75-100%</td>
<td>Employer</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

25% of adults provide some form of care to a parent.
This number has tripled over the past 15 years – leading to lost wages, lost social security, and lost pensions – and disproportionately impacts women.

Vermont Family and Medical Leave Insurance (VT FaMLI)

VT FaMLI
— Coalition Partners —

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