



Today's Agenda

- Coalition overview
- State of paid leave in VT
- Cost-benefit analysis
- 802 Reasons
- What's your reason?
- Looking ahead

The Vermont Paid Leave Coalition



American Heart Association.



Voices
for Vermont's Children



**Plus 75
business,
union, &
nonprofit
partners!**

Paid Leave Coalition Goals

Long term: pass universal, strong paid leave law

- **12 weeks at 90%** wage replacement
- Personal medical, family caregiving, child bonding, safe, military, and bereavement leave

Short term:

- Raise awareness of the need for paid leave
- Educate about what paid leave is and how it works
- Increase grassroots capacity

Current Situation



Current State Of Paid Leave

Key Facts: The administration worked with a private insurance company to allow Vermonters to buy paid leave.

- 6 weeks at 60% wage replacement is the baseline.
- Per the latest data, the program covers state employees plus about **1,800 Vermonters**.
- That's about **0.7%** of the non-state workforce.
- **Over 70%** of Vermonters still lack paid leave through their employer.

Current State Of Paid Leave

Key Facts:

- Higher-income Vermonters are more likely to have access to paid leave than those making less.
- UVM survey results
 - **Roughly 67%** of paid leave users are women
 - **Bonding leave** is the most common type of usage.
 - Concerns about transparency, inadequate benefits
- **Nearly 80%** of Vermonters support a universal paid family and medical leave program.



The Case for Paid Leave

Vermont Needs Paid Family & Medical Leave

At some point in their lives, everyone will need to take time away from work to care for themselves or a loved one. Despite this universal need, **more than 3 in 4 Vermont workers are one family or medical emergency away from losing their pay** – and for some, even their job!



Thirteen states have already passed universal paid leave. We know from their experience that paid leave builds a strong and productive workforce, supports healthy families, and reduces poverty.

We hear stories every day from Vermonters who need paid leave:

Evelyn worked overtime so she could afford to take unpaid leave for her cancer treatment.

Wes wanted to offer paid leave to his employees, but couldn't afford the insurance products on the private market.

Sharon walked a tightrope, barely able to pay her bills while caring for her mom after a stroke.



<p>For Families</p> <p>Supports healthy, happy, and bonded families</p> <p>Improves economic security, particularly for women and low-income workers</p> <p>Allows older Vermonters to age in their homes and communities</p>	<p>For Businesses</p> <p>Increases workforce participation and productivity</p> <p>Helps retain skilled workers and reduces turnover costs</p> <p>Gives small businesses a leg up, allowing them to offer competitive employee benefits</p>	<p>For Health</p> <p>Ensures people are able to address serious health needs early and have enough time to fully recover from injury, illness, or childbirth.</p> <p>Provides long-lasting health benefits to moms and babies.</p>	<p>For Vermont</p> <p>Reduces the need for public assistance programs</p> <p>Helps keep workers earning, spending, and saving</p> <p>Strengthens Vermont's communities, families, and economy</p>
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Universal Paid Leave Secures Families

Family relationships are our closest bonds, and paid family leave ensures loved ones can care for each other without added financial stress. Paid leave means paid time off to support a recovering grandparent, help a family member heal from a serious health emergency, or bond with a new child—strengthening families while providing stability during life's most important moments.

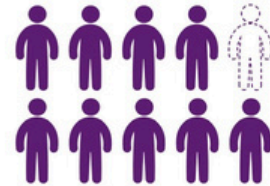
Support for Families and Caregivers



70,000 Vermonters provide \$1.23 billion in unpaid caregiving each year. This is vital work that sustains families, supports communities, and reduces the stress on our overburdened long-term care system.

1 in 10 caregivers are forced to leave the workforce, either temporarily or permanently, due to a lack of support, which:

- Derails careers and **reduces long-term economic stability**, particularly for the two-thirds of unpaid caregivers who are women
- Shrinks the workforce** at a time when Vermont already faces labor shortages
- Increases the gender pay gap**



Paid leave recognizes **the vital role of caregivers** and helps to ensure they aren't penalized for doing essential work.

For more information, contact Emmett Avery at coalition@vtpaidleave.org

Universal Paid Leave Makes Vermont Strong

Paid family and medical leave is a smart investment in Vermont's people and economic future. The benefits from better parent-child outcomes alone would save the state an estimated \$110 million over ten years.

With the fourth-oldest population in the country and a shrinking workforce, we need a strong paid leave program for every working Vermonter to help:

- Save Vermonters money
- Reduce Vermont's workforce shortage
- Decrease stress on our long-term care system
- Help family caregivers maintain their income & employment
- Increase the number of adults able to live and age at home
- Improve health outcomes for workers & their children
- Keep Vermonters spending locally & saving for retirement

A Tool to Help Businesses & Tackle Demographic Decline

Help Vermont businesses attract and retain great employees through nationally competitive benefits, especially small businesses that cannot afford insurance from the private market.



Make it easier to start and raise a family, helping more young people build a life for themselves and their children here in the Green Mountains.

Reduce strain on our already overburdened long-term care system by giving families flexibility to care for aging loved ones at home and in their communities, where they want to be.



For more information, contact Emmett Avery at coalition@vtpaidleave.org

Proven, Popular, Long Overdue

Thirteen states across the U.S. — including nearby New York, Massachusetts, Connecticut, and Maine — have already established universal paid leave programs. Their success proves that paid leave is a smart, cost-effective policy with real benefits for workers, businesses, and state economies.

90% of weekly wages reimbursed
\$1,132 weekly maximum

How Paid Leave Works

Paid leave is a **social insurance program**, much like Social Security. All workers pay a small amount in, and in return, everyone has access to paid leave when they need it. This ensures that:

- Workers who most urgently need paid time off are **actually covered**.
- Contributions are **shared across all workers**, keeping costs predictable, fair, and low for everyone.

Funding the Program

Most successful paid leave programs are funded through a **small payroll deduction**. This works well because:

- Payments are based on a worker's wages, so everyone contributes in proportion to what the program will pay out.
- The program's funding **automatically grows in step with the economy**.

The deduction can be handled in different ways:

- Paid by workers only
- Paid by employers only
- Split between workers and employers

The example at right is based on a 2023 paid family and medical leave bill passed by the Vermont House. While future programs may look a little different, it shows how paid leave can give strong coverage for workers across the state.

PAID LEAVE COALITION Join us at vtpaidleave.org



1. National Partnership: Paid Leave Means a stronger Vermont: nationalpartnership.org/wp-content/uploads/2023/04/paid-leave-means-a-stronger-vermont.pdf

Net Benefits to Vermont

Key Facts: Researchers at Vanderbilt University conducted a benefit-cost analysis of paid family leave in Vermont.

- **\$11.2 million** net annual benefit to businesses, families, and the state
- **\$9.3 million** in increased household income
- **\$2.4 million** saved through avoided infant hospitalizations
- **\$700,000** in additional business revenue



How Vermont Families Benefit

Key Facts:

- Improved infant and maternal health
- Reduced alcohol use among fathers
- 700,719 fewer months of infant childcare needed
- 35,500 extra weeks worked per year, equivalent to 683 additional workers in the workforce
- For a working family of three: **\$3,623 increase in household resources** in the year after a child is born



802 Reason VT Needs Paid Leave

**PAID
LEAVE**
COALITION

VT NEEDS PAID LEAVE
BECAUSE...

Name:

Address:

Email:

- We've gathered nearly 600 reasons so far
- Brattleboro to West Charleston: statewide storytelling
- Short values statements all the way to big personal stories about life with (or without) leave

Storytelling →



“With my first, I had loads of paid leave and it was wonderful. With my second, I had changed jobs and had 36 hours of personal time that I could use. I was working in the delivery room while we were waiting. Paid leave for everyone now.” ***– D.***

Share your story 

What's YOUR Reason?



Take Action!



How To Be A

PAID LEAVE

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Join us:

<https://www.vtpaidleave.org/>

Spread the word:

<https://www.facebook.com/vtpaidleave/>

<https://www.instagram.com/vtpaidleave/>

<https://www.linkedin.com/company/vermont-paid-leave-coalition/>

Speak up:

Tell your representatives that **you care** about paid leave.

Ask candidates about **their position** on paid leave.

Let them know this is important to Vermonters!

The End