

Vermont Family and Medical Leave Insurance Plan Information

Family and Medical Leave

Insurance (FMLI) is a benefit that gives you the opportunity to take the time you need to care for a loved one or for yourself, without worrying about lost income.

This benefit allows you to take extended time away from work to take care of a family member with a serious health condition, bond with a new child, tend to your own serious health condition, care for a military servicemember's serious injury or illness, and address certain needs related to a family member's active military duty or call to active duty.

	Family Leave	Medical Leave
What are the FMLI leave reasons?	• Bonding • Family' care • Military exigency • Care for a military servicemember²	Own illness or injury
Is there a waiting period for benefit payments?	No	Seven calendar days (payments will begin on the eighth day)
Am I eligible for FMLI?	Most state of Vermont employees ³ will be eligible for FMLI beginning on the one-year anniversary of their most recent date of hire.	
How much leave time is available to me under FMLI?	Eligible employees may use up to six weeks of leave under FMLI in a 52-week benefit year. ⁴	
How much will I be paid when I'm out on FMLI?	Up to 60% of your pre-leave base weekly wages up to the maximum weekly benefit.	
What's the maximum weekly benefit that I can receive under FMLI?	\$2,128.85 per week	



For more information on FMLI, visit [TheHartford.com/vt](https://www.TheHartford.com/vt)



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¹ Family means: a spouse (husband, wife, domestic partner or civil union partner), a biological child, adopted or foster child, a stepchild, a legal ward, or a child to whom you acted in place of a parent when the child was a minor (under age 18), or age 18 or older and incapable of self-care because of a mental or physical disability, or a person for whom you act in place of a parent at the time that your qualifying leave is to commence. Family also includes your or your spouse's biological, adoptive, step or foster mother or father or any other individual who acted in place of a parent to you or your spouse when you or your spouse were children, husband, wife, domestic partner or civil union partner under Vermont law. Also includes next of kin as defined in the Family and Medical Leave Act.

² Servicemember means: current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list for a serious injury or illness; or a Covered Veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.

³ Eligible state of Vermont employees include: classified and exempt employees of the Executive, Judicial or Legislative branches, or a state Transport Deputy, or an employee of a County State's Attorney's Office. Ineligible employees include appointees in the Judicial branch whose annual salaries are set in statute; elected officials in the Executive branch whose annual salaries are set in statute; General Assembly members; and temporary employees.

⁴ A benefit year is the 52-week period beginning on the first day of an employee's first approved FMLI leave.

Family and Medical Leave Form Series includes GBD-1859 and GBD-1860.

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