

Family Medical Leave Insurance Coming in 2024

December 12, 2023



On July 1, 2023, the State of Vermont partnered with The Hartford to offer Family Medical Leave Insurance (FMLI) to its employees. This voluntary insurance program will be made available to non-state public and private employers with two or more employees effective 7/1/2024, and brokers will begin offering quotes for this coverage as early as mid-February next year.

FMLI would be a valuable benefit for employers that do not currently offer any form of short-term disability (STD) insurance for employees. It's important to note, however, that FMLI may also be used in conjunction with an employer's existing STD coverage as well. The coverage offers maximum flexibility by, for instance, allowing FMLI as a standalone option to pair with existing STD plans. Employers can choose to purchase the coverage for their employees, share the cost or simply sponsor the coverage. The coverage may also be customized in terms of leave durations, salary replacement ranges, and the maximum weekly benefit amounts. Whatever the plan design may be, having FMLI as a benefit option would allow for more security and peace of mind for your employees knowing they have this coverage in place should the need arise.

VLCT, in conjunction with our broker partner, Hickok & Boardman HR Intelligence, will offer an [educational webinar](#) on Thursday, January 18th at 10:00 a.m. Representatives from The Hartford and the State of Vermont will provide an overview and the details regarding this new coverage for VLCT members and will be available to answer questions. We hope you'll join us for this informational review and take the opportunity to find out more about this new potential coverage opportunity for your employees. For any questions, please contact [Kelley Avery](#), Senior Benefit Program Administrator, 802-262-1965.