

GOVERNOR'S COMMISSION ON WOMEN

# The Vermont Guide to Parental and Family Leave



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Copies of this guide are available in large print, Braille, and on audiotape and diskette. Call the Attorney General's Office at 802-828-3171, the Vermont Human Rights Commission at 802-828-2480, or the Governor's Commission on Women at 802-828-2851 to request a copy.

You can also read this publication on-line at [www.women.state.vt.us](http://www.women.state.vt.us) • Please feel free to copy and share this guide.

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# ABOUT THIS GUIDE

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This guide provides basic information for employees and employers about parental, family, and short-term family leave. It does not provide legal advice. Contact an attorney or the Civil Rights Unit of the Vermont Attorney General's Office or the Vermont Human Rights Commission for information about your rights and Vermont and federal parental and family leave laws.

In this guide, you will find a description of each type of leave. We've also included some of the most commonly-asked questions and answers about Vermont's parental and family leave Law.

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## ABOUT THE FEDERAL FAMILY AND MEDICAL LEAVE ACT (FMLA)

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In addition to Vermont's parental and family leave law, there is a federal law called the Family and Medical Leave Act. This federal law provides similar protection for employees. There are some differences between the federal law and Vermont's law. Where the laws differ, we have provided information about both laws. Many Vermont employers must comply with both the federal and state laws. Where they differ, the employers should follow the law that provides the greatest benefits to employees.

■ Vermont's Parental and Family Leave Law requires some Vermont employers to provide unpaid time off from work to some employees. ■

# VERMONT'S PARENTAL AND FAMILY LEAVE LAW

Vermont's parental and family leave law protects employees who need to take time off from work. The law requires some Vermont employers to provide unpaid time off from work to some employees.

There are three types of leave. You can read more about each type of leave in the following pages. Here is a summary to help you understand the differences between the types of leave.

## Parental Leave

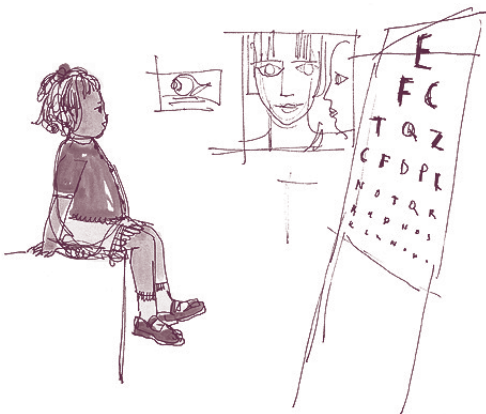
Female employees can take parental leave during their own pregnancies. Male and female employees can take leave for their newborn or newly-adopted child.

## Family Leave

Employees can take family leave if they are seriously ill or if certain family members are seriously ill.

## Short-term Family Leave

Employees can take short-term family leave for activities that directly relate to their child's academic advancement. Employees can take short-term family leave to respond to a medical emergency of their child, step-child, foster-child, ward, spouse, civil union partner, parent, or parent-in-law, to go to medical appointments with a child, step-child, foster-child, ward, spouse, civil union partner, parent, or parent-in-law, or to go to their own medical appointments. Employees can also take short-term family leave to accompany a parent, parent-in-law, a spouse or civil union partner to other professional appointments that are related to the care or well-being of their family member.



# PARENTAL LEAVE

## What is parental leave?

Parental leave is the type of leave given to an employee who is expecting a child or who is a new parent. The leave can be used during pregnancy and after the birth of the child. Parental leave is available to both men and women. Parental leave can also be taken within a year after the initial placement of a child under the age of 16 for purposes of adoption.

## Employees may take parental leave:

- during the employee's own pregnancy but not that of the employee's spouse. Family leave may be available if the spouse is seriously ill during pregnancy, and short-term leave permits the spouse to attend medical appointments during pregnancy;
- to care for their newborn child up to 12 months old; or
- to care for their newly-adopted child under the age of 16 within the first year after placement.

**Federal:** Although the federal law does not use the term parental leave (federal law refers to this as family leave), it provides leave under circumstances similar to Vermont law. Federal law does not separately recognize the need for leave during pregnancy, but it does provide medical leave for prenatal care if needed due to a serious health condition requiring continuing treatment by a health care provider. Adoption of children is covered by the federal law, as is placement of children for foster care. Placement of children for foster care is not covered by Vermont law.

## Which employers must provide parental leave?

Under Vermont law, all employers who employ ten or more persons for an average of at least 30 hours per week per year must offer eligible employees parental leave.

**Federal:** The employer must have at least 50 employees within 75 miles of the worksite of the employee requesting leave.

## Which employees can take parental leave?

Employees who have worked an average of 30 hours per week and have been employed at the company for at least 12 months are eligible for parental leave.

**Federal:** Employees who have worked for the employer for at least 1250 hours during the preceding 12 months are eligible for parental leave.



**How much parental leave can employees take?**

Under Vermont law, an employee may take up to 12 weeks of unpaid parental or family or a combination of these types of leave during any 12-month period. Only 12 weeks per year of leave are available.

**Is parental leave the same as maternity leave?**

No. In July 1992, Vermont’s Maternity Leave Law was replaced by the Vermont parental and family leave Law.

Unlike the old law, the current parental leave law:

- allows both fathers and mothers to take parental leave;
- does not require the mother to certify that she is medically unable to work in order to qualify for leave; and
- provides leave to both adoptive and biological parents.

**Can couples who are joined in a civil union take advantage of parental and family leave benefits?**

Yes. Couples who have been joined in a civil union are covered by the parental and family leave law just like married couples.



# FAMILY LEAVE

## What is family leave?

In Vermont, family leave is the type of leave employees can take for their own serious illness or the serious illness of their child, step-child, foster child, ward, parent, parent-in-law, or spouse. The term spouse includes civil union partners, the term parent-in-law includes the parents of a civil union partner, and the term step-child includes the child of a civil union partner.

**Federal:** The federal law uses the phrase “medical leave” to refer to types of leave similar to what Vermont law calls family leave. Federal law does not provide leave for illnesses of parents-in-law.

## Employees may take family leave:

- if they are seriously ill; or
- because of the serious illness of a child, stepchild, foster child, ward who lives with them, parent, parent-in-law, spouse, or civil union partner.

## Which employers are required to provide family leave?

Under Vermont law, employers with 15 or more employees who work an average of at least 30 hours per week per year are required to offer employees family leave and short-term family leave.

**Federal:** The federal law uses the term “medical leave” to describe this kind of leave. The employer must have at least 50 employees within 75 miles of the worksite of the employee requesting leave.

## Which employees may take family leave?

Employees who have worked at the company at least 12 months prior to taking the leave and who worked an average of 30 hours per week are eligible for family leave.

**Federal:** Employees who have worked for the employer for at least 1250 hours during the preceding 12 months are eligible for medical leave.

## How much family leave can employees take?

Under Vermont law, an employee may take up to 12 weeks of unpaid parental or family leave, or a combination of these types of leave during any 12-month period. Only 12 weeks per year are available.



# SHORT-TERM FAMILY LEAVE

## What is short-term family leave?

Short-term family leave is a type of leave an employee can take for routine recurrent family or medical-related events of less than a full day.

**Federal:** Federal law does not include short-term family leave.

## Employees may take short-term family leave to:

- participate in preschool or school activities directly related to a family member's<sup>1</sup> academic advancement such as a parent-teacher conference;
- go to the doctor or dentist for a routine visit;
- accompany a family member to routine medical or dental appointments;
- respond to a medical emergency involving a family member; or
- accompany a family member<sup>2</sup> to appointments for professional services related to their care and well-being such as interviewing for admission to a nursing home.

<sup>1</sup>In this case, a family member can be the employee's child, stepchild, foster child, or ward who lives with the employee.

<sup>2</sup>In this case, a family member can be a parent, spouse, civil union partner or parent-in-law.

## If an employee wants to take short-term family leave, how much notice do they have to give their employer?

An employee must give notice as early as possible. The notice should be given at least seven days before taking leave. An employee can give less than seven days notice only in an emergency.

The situation is considered an emergency if giving seven days notice would have harmed the person for whom the appointment is made.

## Can an employer count short-term family leave as parental or family leave?

No. An employee is entitled to short-term family leave in addition to the other kinds of leave an employer must provide. An employee's use of short-term family leave must be counted separately from the employee's use of parental or family leave.

For example, if an employee takes the afternoon away from work as short-term family leave because of a child's playground injury and the injury results in a period of hospitalization followed by in-home care under the direction of a physician, the employee can take his or her full entitlement of family leave for the child's hospitalization and in-home care, plus the four hours of short-term family leave he or she initially took.

## How much short-term leave can an employee take?

An employee can take up to four hours of short-term family leave in any 30 days but no more than 24 hours in any 12 months. The employer may require that the employee take at least two hours of leave at any one time.

# FREQUENTLY ASKED QUESTIONS (FAQs) ABOUT VERMONT'S PARENTAL AND FAMILY LEAVE LAW

## GENERAL INFORMATION

### Which law do I follow, the federal law or Vermont law?

Follow the law that provides more leave. In most cases, Vermont's law gives employees more time off than the federal law.

### Are all employees entitled to parental, family, and short-term family leave?

No. Neither the federal Family and Medical Leave Act nor the Vermont law provides leave to every employee.

To qualify for leave under the **Vermont law**, an employee must:

- be employed by the employer for at least 12 months prior to the start of the leave
- have worked an average of 30 hours per week (To figure out the average number of hours worked per week, add up all the hours, including paid sick and vacation time that the employee took during that year, and divide by 52).
- work for a company with at least ten employees who work for an average of at least 30 hours per week per year for parental leave or at least 15 such employees for family leave (short-term or long-term)

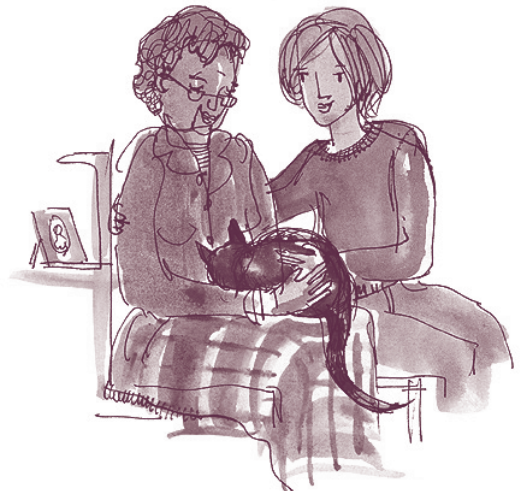
**Federal:** To qualify for leave under the federal law, an employee must:

- have worked for the employer for at least 12 months
- have worked at least 1250 hours prior to the start of the leave (To figure out the average number of hours worked per week, add up all the hours, not including paid sick and vacation time that the employee took during that year, and divide by 52).
- work for a company with at least 50 employees within 75 miles of the worksite of the employee

### How much leave time (parental, family, and short-term) can I take off from work?

For unpaid family or parental leave employees can take up to 12 weeks during any 12-month period.

In addition, for unpaid short-term family leave, employees can take up to four hours during any 30-day period, not to exceed 24 hours in any 12 months.



FAQ's : GENERAL INFORMATION (continued)

**Are all employers required to provide leave under the parental and family leave law?**

No. To be covered by either the federal or Vermont laws, an employer must have a certain number of paid employees.

For Vermont's **parental leave**, there must be at least ten employees who work an average of 30 hours per week per year.

For Vermont's **family leave** and **short-term family leave**, there must be at least 15 employees who work an average of 30 hours per week per year.

**Federal:** The federal law applies to employers who have 50 or more employees. Each employee who is on the employer's payroll for each working day during each of 20 or more calendar weeks during a year is counted.

**Must there be a minimum number of persons employed at the location where the employee requesting leave works?**

No, not under Vermont law. The total number of employees is what matters, not where they are employed. Even if the employer employs only one person in the State of Vermont or at a particular location in Vermont, that person is protected by the law if the employer has the total number of employees at all of its locations required to bring the employer under the law.

**Federal:** Under federal law, the number of employees at the worksite matters. There must be 50 employees within 75 miles of the worksite of the employee requesting leave. For example, if a person works for a chain of convenience stores that employs more than 50 persons, but the convenience store chain does not have 50 employees working within 75 miles of the store where the employee works, he or she will not be entitled to leave under the federal law.

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## GETTING PAID WHILE ON LEAVE

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### Can an employee get paid while taking leave time?

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The Vermont law requires employers to provide unpaid leave. However, if the employer provides paid leave benefits such as paid vacation, personal, or sick time, the employee can use up to six weeks of earned paid leave as part of his or her parental, family, or short-term family leave.

The employee has the option of using earned paid leave as part of his or her parental, family, or short-term family leave. The decision whether to use paid leave belongs to the employee.

The employer cannot require the employee to use paid leave accruals for family, short-term family, or parental leave. This means that an employee can choose to take unpaid parental or family leave and save some or all of his or her paid vacation or sick time for use at another time.

**Federal:** The federal law guarantees only unpaid leave. It provides that, under certain circumstances, an employee can make the choice to use earned paid leave as part of his or her family or medical leave, and an employer may require an employee to use earned paid leave instead of unpaid leave time. The amount of earned paid leave an employee may use as part of family or medical leave is not limited to six weeks under the federal law.

### If an employee asks to use earned paid leave for parental, family, or short-term family leave, can the employer say no?

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No. The employer must allow the employee to use up to six weeks of his or her accrued paid leave. However, if the employee has more than six weeks of such accrued paid leave time, the employer does not have to allow the employee to use that extra time for parental or family leave. Nothing in the law prevents an employer from granting the employee more than six weeks of earned paid leave if the employer wants to do so.

**Federal:** The employer can deny the right to use paid leave or require the employee use it.

FAQ's : GETTING PAID WHILE ON LEAVE (continued)

**If an employee uses paid leave time together with unpaid family, short-term family, or parental leave, does that extend the amount of leave time to which he or she is entitled?**

No. Employees are only entitled to 12 weeks of parental or family leave, plus 24 hours of short-term family leave during a 12 month period. Employers are free to provide more leave than the law requires, but they are not required to do so. However, under Vermont’s law, employees are only permitted to use up to six weeks of accrued paid leave during their parental or family leave. If they still have accrued paid leave or vacation time after they return from leave, they can use this paid leave as they ordinarily would.

**While on unpaid leave, can an employee collect unemployment insurance?**

No. While on unpaid leave, an employee cannot collect unemployment insurance under current law.

**While on unpaid leave, can an employee collect disability insurance?**

Disability insurance may be available depending on the coverage offered by the employee’s private disability insurance and their employer’s plan, if any.

**How does the parental and family leave law affect an employee’s right to worker's compensation leave?**

The parental and family leave law and the Worker's Compensation Act have very different goals, but sometimes worker's compensation leave will overlap with family leave. A worker who is eligible for family leave (who works for an employer with 15 full-time employees and who has worked for that employer for a full year) and who is seriously injured will be entitled to take family leave. If that injury occurs at work, the worker is also entitled to worker's compensation leave and worker's compensation benefits. The first 12 weeks of worker's compensation leave used by such a worker would exhaust the employee's right to parental and family leave for that year. For more information about your rights under the Worker's Compensation Act, contact the Department of Labor and Industry, at 802-828-2286, National Life Building, Drawer 20, Montpelier, VT 05620-3401.

**While on unpaid leave, can an employee receive PATH (formerly the Department of Social Welfare) benefits?**

Employees who qualify for Prevention, Assistance, Transition, and Health Access (PATH) benefits can receive these benefits while on family or parental leave. However, loss of income does not automatically make an employee eligible for benefits. The Department of PATH looks at the income and assets of a person when determining benefit eligibility. For more information about PATH benefits, contact the PATH state office at 800-529-4060.

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## MAINTAINING BENEFITS AND JOB SECURITY

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### After an employee takes leave, will they get their job back?

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Yes, with the exceptions noted below, when an employee returns to work, the employer must give them the same job they had or a job that has the same benefits, pay, working conditions, and seniority. The employee should not be set back in his or her career in any way.

The employer can choose not to give an employee their job back only if:

- the employer would have terminated the employee's job for reasons unrelated to the leave; or
- the employee held a key position\* performing unique services and the hiring of a replacement worker is the only alternative available to the employer to prevent substantial and grievous economic injury to the employer's operation. In order to use this provision, the employer must provide notice to the employee before hiring a replacement worker.

**UPDATE: In June of 2012, the Vermont Supreme Court ruled that annual and sick leave accruals are not employee benefits. Therefore, your employer is not required to accrue vacation and sick leave hours for the unpaid hours that you take off for either short-term or long-term family or parental leave. However, your employer may continue to allow you to accrue vacation and sick time during either short or long term leave.**

\* See definition of terms, p. 18.

### While an employee is on parental, family, or short-term family leave, must the employer continue to provide the usual employment benefits?

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Yes, employment benefits continue. Under the Vermont law, employers can require employees to continue their contributions to the cost of the benefits at the existing rate.

During leave, employees earn their vacation and sick leave, and whatever other benefits the employer provides.

**Federal:** Health benefits continue. During the leave period, the employer and the employee continue to pay the same share of health plan premiums as they pay when the employee is not on leave. The federal law does not require an employee on unpaid family or medical leave to accrue seniority or other earned benefits during the leave period. However, employment benefits accrued prior to the date the leave began cannot be lost.



## FAQ's : MAINTAINING BENEFITS AND JOB SECURITY (continued)

### What happens to an employee's health insurance if they decide not to return to work after taking leave?

A federal law called COBRA (Consolidated Omnibus Budget Reconciliation Act) allows employees who do not return to work to keep their health insurance benefits, but they will have to pay 100 percent of the cost of the insurance coverage. Employees should ask their employer for a COBRA form.

If the employee has decided not to return to work for a reason other than serious illness\*, the employee is supposed to pay back the value of any compensation paid during the leave, including the cost of benefits paid.

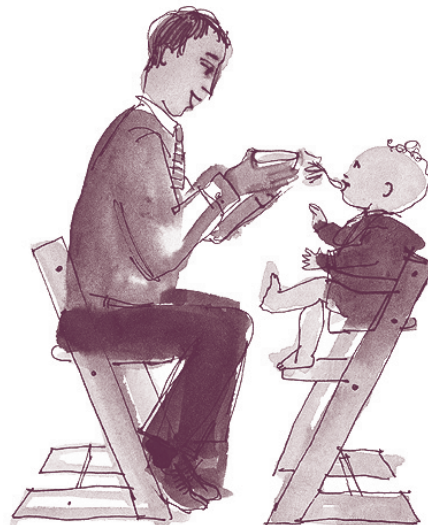
**Federal:** The federal law limits the employer's right to sue the employee. The employer can only recover for premiums paid for health insurance if the employee does not return to work. The employer has no right to recover these payments from the employee if the failure to return to work was due to serious illness\* or other circumstances beyond the control of the employee.

\* See definition of terms, p. 18.

### What should employers consider if they are planning to fire or not reinstate an employee who is on parental, short-term family, or family leave?

Employers should be careful if they choose to fire (terminate) an employee or not return an employee to their position (reinstatement). If the employer is brought to court over the termination or failure to reinstate, the employer must be able to prove "by clear and convincing evidence" that they would have fired the employee for reasons unrelated to the leave or that the employer needed to hire someone to replace the employee to avoid serious economic injury.

**Federal:** The burden is on the employer to show that the employee was terminated or denied reinstatement for reasons unrelated to the leave, but this need not be shown by clear and convincing evidence. The determination that an individual is a key employee\* must be made at the time he or she requests leave.



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## REQUESTING AND GRANTING LEAVE

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### Do employees have to tell their employers in advance that they plan to take leave?

Yes. For parental and family leave, Vermont law requires employees to give reasonable written notice before they plan to take leave.

For example, if an employee knows the date that her or his baby is expected to be born, the law states that an employer will not require notice to be given more than six weeks prior to the anticipated leave. However, if the baby is born early or if a child is placed for adoption on short notice, then the employee is only required to give the employer the news as quickly as possible. Although it is obviously more difficult to anticipate the onset of a serious illness\* in the family than the arrival of a child, similar considerations of reasonableness apply to family leave as to parental leave.

Employees should also tell employers how long they think they'll need to be on leave.

For short-term leave, employees must give at least seven days notice before taking the leave, except if it is an emergency.

**Federal:** The federal law requires that employees give notice. When an employee knows that they will need to take leave, as in the birth or placement of a child for adoption or foster care, or for planned medical treatment, the employee must give 30 days notice. When the need for leave is not foreseeable, under circumstances such as a premature birth, notice must be given as soon as practical.

### Can employers ask for a doctor's note?

Sometimes. When an employee requests family leave, an employer may require a note from a health care provider saying that the employee or their family member is seriously ill. An employer may also ask the health care provider to state how long they expect the employee will be out of work. A note from a health care provider is not required for parental leave, nor is it required for short-term family leave.

**Federal:** Federal law permits the employer to require a doctor's certification, and also allows the employer to require a second opinion from another doctor at the employer's expense.



## FAQ's : REQUESTING AND GRANTING LEAVE (continued)

### Do employees have to use the family or parental leave all at once or can they take a few days at a time?

Under the law, the employer is required to grant a total of 12 weeks of leave during any 12 months. The 12 weeks do not have to be used all at once.

**Federal:** The federal law specifically allows "intermittent" leave only when both the employee and employer agree or when it is "medically necessary" for a medical leave. The Vermont law is generally interpreted the same way.

### Can an employer offer more leave time than the law requires?

Yes. For example, an employer could allow an employee to take more than 12 weeks of leave or to use accrued sick leave or vacation in excess of the six weeks stated in the Vermont law. The law does not require an employer who adopts a more generous policy to extend that policy to all employees who are covered by the law. However, an employer that does not offer the more generous leave in a consistent and rational manner may create a risk of discrimination claims by employees. It is always best to have clear written policies regarding what leave is available to all employees.

An employer cannot exempt itself from the other provisions of the law by offering more generous provisions in some areas. For example, if an employer agrees to allow an employee to take 16 weeks of parental leave, that employer must still ensure that the employee is reinstated to their job when they return from leave.

■ Internationally, 83 percent of countries have some type of leave policy for working families. Of those countries, just three offer unpaid leave – Ethiopia, Australia, and the U.S. ■

*The National Partnership for Women and Families*

**RETURNING TO WORK**

**Can an employer make an employee return to work earlier than expected?**

No, not unless the need for the leave has ended. Since the law requires that the employer grant leave only during the serious illness, once the serious illness is over, the employee is required to come back to work.

For example, under Vermont law an employer is not required to continue leave if the ill family member has been discharged from the hospital and is not in need of continuing in-home care under doctor's orders.

The employee's rights to family leave ends at the end of 12 weeks, even if the serious illness continues. If the serious illness is based upon the employee's disability, the employer may have additional obligations under the laws prohibiting discrimination based on disability. Of course, an employer may choose to grant a longer period of leave.

**Can an employee return to work early?**

If an employee on family or parental leave wants to go back to work earlier than they had planned, they must have permission from their employer.

**If an employee decides not to return to work after they have taken leave, do they have to pay back their employer for the cost of health insurance and other benefits given while the employee was on leave?**

Yes, unless they have decided not to return to work because of **serious illness**.

**COLLECTIVE BARGAINING AGREEMENTS**

**How does the law affect collective bargaining agreements?**

If an employee has a collective bargaining agreement that provides more than 12 weeks of leave, the law does not allow an employer to provide less leave. Employers must comply with collective bargaining agreements.

However, employee rights guaranteed by state and federal leave laws also cannot be reduced by a collective bargaining agreement. For example, a company may have a collective bargaining agreement that does not provide for 12 weeks of family leave or full parental leave as required by law but only for 12 weeks of maternity leave. The employer must comply with the law and provide family and full parental leave, despite the limitations of the collective bargaining agreement.

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**ENFORCEMENT OF VERMONT PARENTAL AND FAMILY LEAVE LAW**

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**What can an employee do if their employer denies them the right to take leave?**

- Learn about the Vermont and federal leave laws. (See resources at the end of this booklet).
- Follow your company's grievance procedure and file a complaint.
- File a complaint with the Office of the Vermont Attorney General. If your complaint is against a state agency, file a complaint with the Vermont Human Rights Commission (HRC).
- File a complaint with the Wage and Hour Division of the U.S. Department of Labor.
- File a private lawsuit. See Resources, p. 20.

**Can an employee recover damages (i.e. money) if their employer does not grant them the leave to which they are entitled?**

Employees who feel they have been wrongly denied leave can sue their employers. The court can order the employer to grant the leave. Under the Vermont law, the court can also require the employer to pay for the employee's lost wages, attorney's fees, and court costs.



## DEFINITION OF TERMS

### **Serious Illness:**

Serious illness is defined as "an accident, disease, or physical or mental condition that poses imminent danger of death or requires in-patient care in a hospital or requires continuing in-home care under the direction of a physician." Under Vermont law, continuing in-home care under the direction of a physician may be interpreted broadly. For example, an employee who contracts bronchitis and is required by her doctor to take bed rest for ten days and to take antibiotics is entitled to family leave.

**Federal:** Although federal law applies in similar circumstances, the health conditions that may justify a leave are defined slightly differently from Vermont law, and this may make a difference in some cases. A serious health condition that may justify medical leave under federal law means "an illness, injury, impairment, or physical or mental condition that involves any period of incapacity or treatment in connection with or consequent to inpatient care (i.e., an overnight stay)," whether that is at a hospital, hospice, or residential care facility; or that requires absence from work, school, or other regular daily activities of more than three days and requires a health care provider's continuing treatment; or that requires a health care provider's continuing treatment for prenatal care or for a chronic or long-term condition that, if untreated, would likely result in three days incapacity.

### **Key Employee:**

Under Vermont law, a key employee is a person who performs rare, uncommon, or one-of-a-kind services for an employer. Essentially, the law requires that there be no one else available to do the job and that the business cannot run effectively without someone doing the job during the time the employee is on leave.

**Federal:** A key employee under federal law is an employee who is salaried and is among the highest paid ten percent of the employees employed within 75 miles of his or her worksite. Such an employee can be denied reinstatement if necessary to prevent substantial and grievous economic injury to the operations of the employer.



## RESOURCES

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**For more information about Vermont’s Family and Parental Leave Law or to file a complaint:**

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**Vermont Attorney General’s Office**

109 State Street  
Montpelier, VT 05609-1001  
802-828-3657  
802-828-3665 (TTY)  
888-745-9195 (Toll-free in Vermont)  
[www.state.vt.us/atg](http://www.state.vt.us/atg)

**Vermont Human Rights Commission**

135 State Street  
Montpelier VT 05633-6301  
802-828-2480  
800-416-2010 (voice/TTY)  
[www.hrc.state.vt.us](http://www.hrc.state.vt.us)

**Workers Rights Center**

P.O. Box 883  
Montpelier, VT 05601  
802-229-0009  
866-229-0009 (toll-free)  
[workerscenter@PJCVT.org](mailto:workerscenter@PJCVT.org)

**Workers Rights Hotline**

802-865-7184

## RESOURCES (continued)

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### For more information about the Federal Family and Medical Leave Act:

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#### United States Department of Labor Wage and Hour Division

(Regional Office)  
1 Burlington Square  
Burlington, VT 05401  
802-951-6283

#### United States Department of Labor Wage and Hour Division

200 Constitution Ave., N.W.  
Washington, D.C. 20210  
800-959-FMLA  
202-219-8305

#### American Federation of State, County, and Municipal Employees

1625 L Street, N.W.  
Washington, D.C. 20036-5687  
Women's Rights Department  
202-429-5090  
fax: 202-429-5088  
e-mail: [womensrights@afscme.org](mailto:womensrights@afscme.org)

#### National Partnership for Women and Families

1875 Connecticut Avenue, N.W.  
Suite 710  
Washington, D.C. 20009  
202-986-2600

### For information on getting a private lawyer or for legal advice:

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#### Vermont Lawyer Referral Service

800-639-7036

#### Volunteer Lawyers Project

800-639-8857

#### Vermont Trial Lawyers Association Referral Service

800-585-8852

#### Legal Services Law Line of Vermont, Inc.

800-639-8857

802-863-7153

#### Vermont Legal Aid, Inc.

800-639-2047

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**Credits:**

Written by Leslie Halperin

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September 2001

## GOVERNOR'S COMMISSION ON WOMEN

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EMAIL [info@women.state.vt.us](mailto:info@women.state.vt.us) WEB [www.women.state.vt.us](http://www.women.state.vt.us)

