VERMONT

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MEMORANDUM

TO: Independent Direct Support Providers Paid through ARIS Solutions

FROM: State of Vermont, Agency of Human Services

Vermont Homecare United 4802, AFSCME Council 93

DATE: April 30, 2026

SUBJECT: Joint Statement Regarding Earned Paid Time Off (EPTO)

On February 6, 2025, the State of Vermont (the State) in collaboration with Vermont Homecare United 4802 (the Union) provided information about a new agreement for independent direct support providers (IDSPs) who are paid through ARIS Solutions (ARIS). Under this agreement, starting with the first full pay period after February 1, 2025, IDSPs were allowed to use their previously earned sick leave, as well as any new leave they earned, for any reason. This benefit is now called **Earned Paid Time Off (EPTO)**.

EPTO allows eligible workers to be paid when they miss work, whether the absence is planned or unplanned, as long as certain rules are followed.

Before this agreement, IDSPs only began earning leave after they were considered an "employee." The Vermont Department of Labor defines an employee as someone who works an average of at least 18 hours per week for more than 20 weeks in a year*. Once an IDSP met this requirement, they earned 1 hour of leave for every 52 hours worked.

Because of the new agreement, ARIS has now recalculated EPTO for all IDSPs. As of January 1, 2025 or the first day they worked for their employer after January 1, 2025, all IDSPs now earn 1 hour of EPTO for every 52 hours worked.

The rules for using EPTO have not changed. An IDSP may use EPTO only after:

- Meeting the definition of "employee"* listed above, **and**
- Working for the employer for 365 days from their first work date.

After meeting these requirements, the following rules apply:

- EPTO can be used in 15-minute increments, if requested by the IDSP and approved by the employer.
- Unused EPTO carries over each year, but no more than 80 hours can be saved at one time.
- An IDSP may use up to 40 hours of EPTO each year.
- Unused EPTO is not paid out at the end of the year or if the IDSP leaves their job.

If you have questions about how your EPTO was recalculated, please contact ARIS Customer Service at 1-**800-798-1658**. Customer Service is available Monday through Friday, from **8:00 a.m. to 4:00 p.m.**

*An employee eligible to accrue and use EPTO is defined by the VT Dept. of Labor in Section 3, paragraph 7 of the Vermont Earned Sick Time Rules.