



State of Vermont  
Department of Labor

[phone] 802-828-4344  
[fax] 802-828-4248  
[tdd] 800-650-4152

5 Green Mountain Drive  
P.O. Box 488  
Montpelier, VT 05601  
[labor.vermont.gov](http://labor.vermont.gov)

**UPDATE OF ROOM AND BOARD DEDUCTION RATES  
CALENDAR YEAR 2025**

Minimum Wage Rule, 24-090-003 Vt. Code R. §X (2022), Deductions Allowed states in part:

Effective January 1, 2009, and on each January 1 thereafter, the meals and lodging rates shall increase by five percent or the percentage increase of the Consumer Price Index, CPI-U, U.S. city average, not seasonally adjusted, or successor index, as calculated by the U.S. Department of Labor or successor agency for the 12 months preceding the previous September 1, whichever is smaller.

**FINDINGS:**

- 1. Total 12-month increase of CPI-U, August 2024 (not seasonally adjusted) .....2.5%
- 2. Rate of Increase - 5.0% or 12-month increase of CPI-U, 2.5%, whichever is smaller.....2.5%
- 3. Table of findings:

Deduction Categories	Previous Year	Rate of Increase	Increase Amount	Updated (rounded)
Breakfast	\$3.72	2.5%	\$0.09	\$3.81
Lunch	\$4.19	2.5%	\$0.10	\$4.29
Dinner	\$4.65	2.5%	\$0.12	\$4.77
Full Board : Daily	\$12.56			\$12.87
Weekly	\$87.92			\$90.09
Nightly Lodging	\$5.13	2.5%	\$0.13	\$5.26
Full Room (weekly)	\$30.87	2.5%	\$0.77	\$31.64
Full Room and Board (weekly)	\$106.58	2.5%	\$2.66	\$109.24

**DETERMINATION:**

Effective January 1, 2025, an employer shall be entitled to deduct from the wages earned an allowance for meals and lodging actually furnished and accepted as follows:

Breakfast	\$3.81
Lunch	\$4.29
Dinner	\$4.77
Full Board	\$12.87 daily or \$90.09 weekly
Nightly Lodging	\$5.26
Full Room	\$31.64 weekly
Full Room and Board	\$109.24 weekly



Dated at Montpelier, County of Washington, State of Vermont, this 3 day of October 2024.

  
\_\_\_\_\_  
Michael Harrington, Commissioner  
Vermont Department of Labor



State of Vermont  
Department of Labor

[phone] 802-828-4344  
[fax] 802-828-4248  
[tdd] 800-650-4152

5 Green Mountain Drive  
P.O. Box 488  
Montpelier, VT 05601  
[labor.vermont.gov](http://labor.vermont.gov)

**ESTABLISHMENT OF MINIMUM WAGE AMOUNT  
ESTABLISHMENT OF BASIC TIPPED WAGE RATE FOR SERVICE OR TIPPED EMPLOYEES AMOUNT  
CALENDAR YEAR 2025**

21 V.S.A. § 384 provides in part:

Subsection (a) effective July 1, 2020

(a) (1) An employer shall not employ any employee at a rate of less than \$10.96. Beginning on January 1, 2021, an employer shall not employ any employee at a rate of less than \$11.75. Beginning on January 1, 2022, an employer shall not employ any employee at a rate of less than \$12.55, and on each subsequent January 1, the minimum wage rate shall be increased by five percent or the percentage increase of the Consumer Price Index, CPI-U, U.S. city average, not seasonally adjusted, or successor index, as calculated by the U.S. Department of Labor or successor agency for the 12 months preceding the previous September 1, whichever is smaller, but in no event shall the minimum wage be decreased. The minimum wage shall be rounded off to the nearest \$0.01. (2) An employer in the hotel, motel, tourist place, and restaurant industry shall not employ a service or tipped employee at a basic wage rate less than one-half the minimum wage. As used in this subsection, “a service or tipped employee” means an employee of a hotel, motel, tourist place, or restaurant who customarily and regularly receives more than \$120.00 per month in tips for direct and personal customer service. (3) If the minimum wage rate established by the U.S. government is greater than the rate established for Vermont for any year, the minimum wage rate for that year shall be the rate established by the U.S. government.

**I. MINIMUM WAGE FINDINGS:**

1. Minimum Wage on or after January 1, 2024.....	\$13.67
2. Total 12-month increase in CPI-U, August 2024 (not seasonally adjusted) .....	2.5%
3. Rate of Increase - 5.0% or 12-month increase of CPI-U, 2.5%, whichever is smaller.....	2.5%
4. Minimum Wage increase (13.67 times 2.5%) .....	\$0.3418
5. Minimum Wage as of January 1, 2025 (\$13.67 plus 0.3418) .....	\$14.0118
6. Minimum Wage rounded to the nearest \$0.01.....	\$14.01

**II. BASIC TIPPED WAGE RATE FINDINGS:**

1. Basic Tipped Wage Rate for service or tipped employees (\$14.01 x 0.5) .....	\$7.01
---	--------



**DETERMINATION:**

Therefore, the Commissioner determines the Minimum Wage amount as computed in accordance with 21 V.S.A. § 384 is \$14.01 effective on or after January 1, 2025 and the Basic Tipped Wage Rate for service or tipped employees amount as computed in accordance with 21 V.S.A. § 384 is \$7.01 effective on or after January 1, 2025.

Dated at Montpelier, County of Washington, State of Vermont, this 3 day of OCTOBER 2024.

  
\_\_\_\_\_  
Michael Harrington, Commissioner  
Vermont Department of Labor



State of Vermont  
Department of Labor

5 Green Mountain Drive  
P.O. Box 488  
Montpelier, VT 05601  
[labor.vermont.gov](http://labor.vermont.gov)

[phone] 802-828-4344  
[fax] 802-828-4248  
[tdd] 800-650-4152

**DETERMINATION OF UNEMPLOYMENT INSURANCE TAXABLE WAGE BASE  
CALENDAR YEAR 2025**

21 V.S.A. § 1321 provides in part:

(b) Base of Contributions. Subsequent to December 31, 1982, the term "wages" shall not include that part of remuneration which, after remuneration equal to \$8,000.00 has been paid in a calendar year to an individual by an employer with respect to employment during a calendar year, unless that part of the remuneration is subject to a tax under a federal law imposing a tax against which credit may be taken for contributions required to be paid into a state unemployment fund. For the period January 1, 2010, through December 31, 2010, the term "wages" shall not include that part of remuneration which, after remuneration equal to \$10,000.00 has been paid in a calendar year to an individual by an employer with respect to employment during a calendar year, unless that part of the remuneration is subject to a tax under a federal law imposing a tax against which credit may be taken for contributions required to be paid into a state unemployment fund. The term "wages" shall not include that part of remuneration which, after remuneration equal to \$13,000.00 on January 1, 2011, and \$16,000.00 on January 1, 2012, has been paid in a calendar year to an individual by an employer with respect to employment during a calendar year, unless that part of the remuneration is subject to a tax under a federal law imposing a tax against which credit may be taken for contributions required to be paid into a state unemployment fund. After January 1, 2012, whenever the Unemployment Compensation Fund has a positive balance and all advances made to the State Unemployment Compensation Fund pursuant to Title XII of the Social Security Act have been repaid as of June 1, the base of contribution amount shall be adjusted on January 1 of the following year by the same percentage as any increase in the State annual average wage as calculated by subsection 1338(g) of this title. When the unemployment contribution rate schedule established by subsection 1326(e) of this title is reduced to schedule III, the base of contribution amount shall be reduced by \$2,000.00 on January 1 of the following year and shall be adjusted annually thereafter on January 1 of the following year by the same percentage as any increase in the State annual average wage as calculated by subsection 1338(g) of this title. When the unemployment contribution rate schedule established by subsection 1326(e) of this title is reduced to schedule I, the base of contribution amount shall be reduced by \$2,000.00 on January 1 of the following year and shall be adjusted annually thereafter on January 1 of the following year by the same percentage as any increase in the State annual average wage as calculated by subsection 1338(g) of this title.

21 V.S.A. § 1338 provides in part:

(g) On or before the first day of June of each year the total wages reported on contribution reports for the preceding calendar year shall be divided by the average monthly number of covered workers (determined by dividing the total covered employment reported on contribution reports pursuant to this chapter for the preceding year by 12). The State average annual wage thus obtained shall be divided by 52 and the State average weekly wage thus determined shall be rounded down to the nearest dollar.



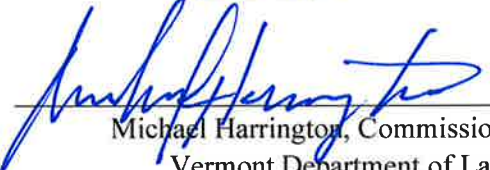
**FINDINGS:**

1.	Unemployment Compensation Fund Balance as of week ending August 3, 2024...	\$314,177,580
2.	Title XII Loans made on or after April 1, 1982 outstanding as of June 1, 2024.....	\$0.00
3.	Unemployment Compensation Taxable Rate Schedule for all tax paying employers as of September 1, 2024 .....	Schedule I (1)
4.	Total Wages Reported CY 2023.....	\$18,315,722,989
5.	Sum of Covered Employment CY 2023 .....	3,599,023
6.	Annual Average Covered Employment CY 2023 (3,599,023 divided by 12) .....	299,919
7.	Annual Average Wage CY 2023 (\$18,315,722,989 divided by 299,919) .....	\$61,068.90
8.	Average Weekly Wage CY 2023 (\$61,068.90 divided by 52).....	\$1,174.40
	Rounded Down .....	\$1,174.00
9.	Average Weekly Wage CY 2022 .....	\$1,132.00
10.	Percent Change Average Weekly Wage [((1,174.00 – 1,132.00) divided by 1,132.00) x 100] .....	3.7%
11.	Prior Year Taxable Wage Base.....	\$14,300.00
12.	Taxable Wage Base (\$14,300.00 x 1.037).....	\$14,829.10
	Rounded to Nearest One Hundred Dollars .....	\$14,800.00

**DETERMINATION:**

Therefore, the Commissioner determines the Taxable Wage Base as computed in accordance with 21 V.S.A. § 1321 is \$14,800.00 effective on or after January 1, 2025 and prior to January 1, 2026.

Dated at Montpelier, County of Washington, State of Vermont, this 3 day of OCTOBER 2024.

  
 Michael Harrington, Commissioner  
 Vermont Department of Labor

