

Colorado's Paid Family and Medical Leave Insurance (FAMLI) Program

October 30, 2023:
Everything New Parents Need to Know



COLORADO
Family and Medical Leave
Insurance Program (FAMLI)
Department of Labor and Employment

FAMLI.Colorado.gov





Agenda

- What is FAMLI?
- Timeline
- FAMLI eligibility
- Paternal bonding leave spotlight
- Childbirth complications
- Questions

What is FAMLI?

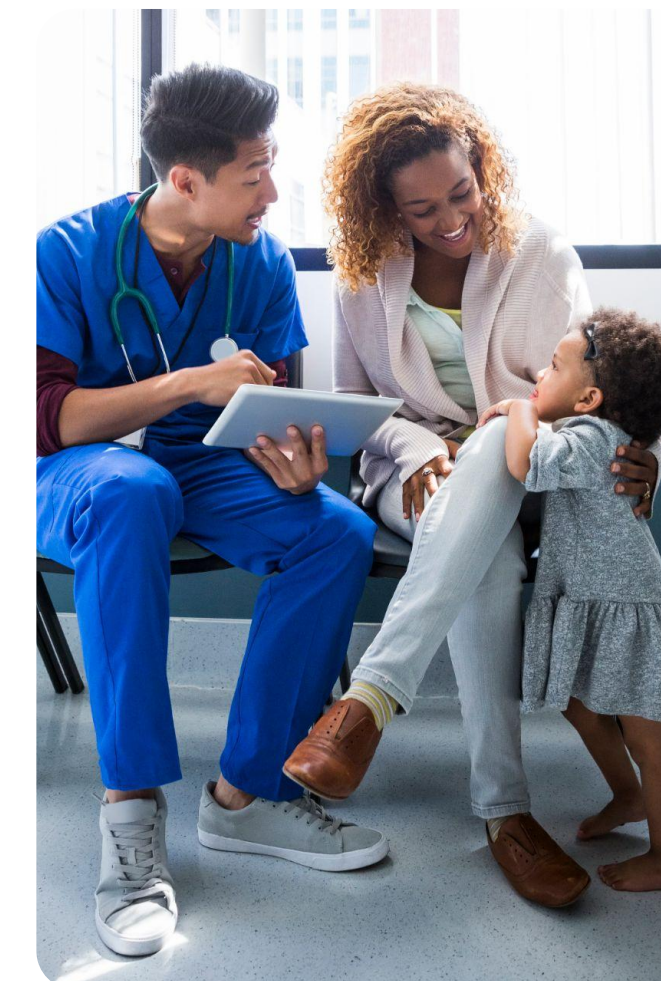
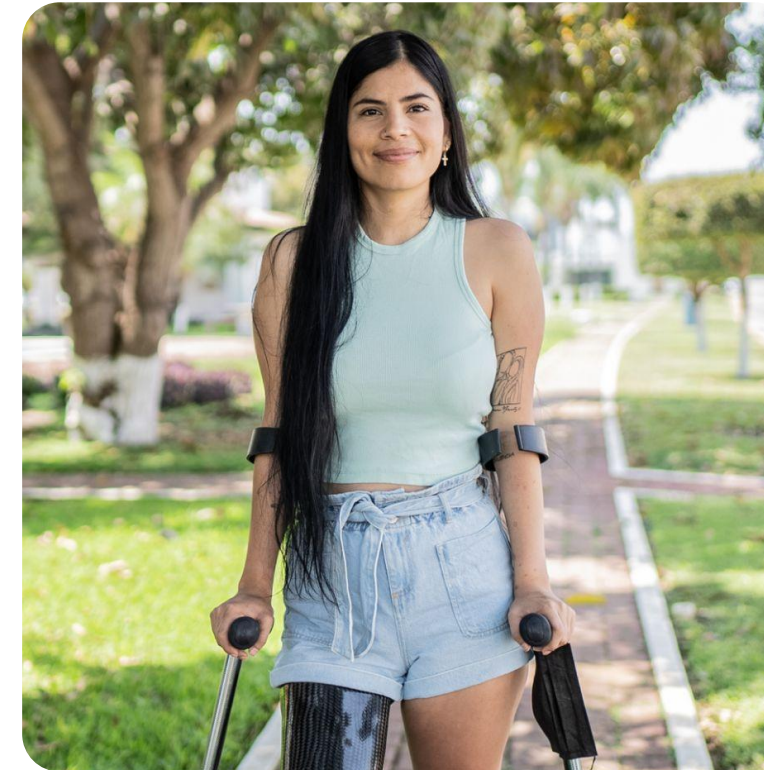
Colorado's Family and Medical Leave Insurance (FAMLI) program will ensure Colorado workers have access to paid leave during certain life events.

Colorado's FAMLI program will have capacity to cover most workers, including self-employed individuals and independent contractors.

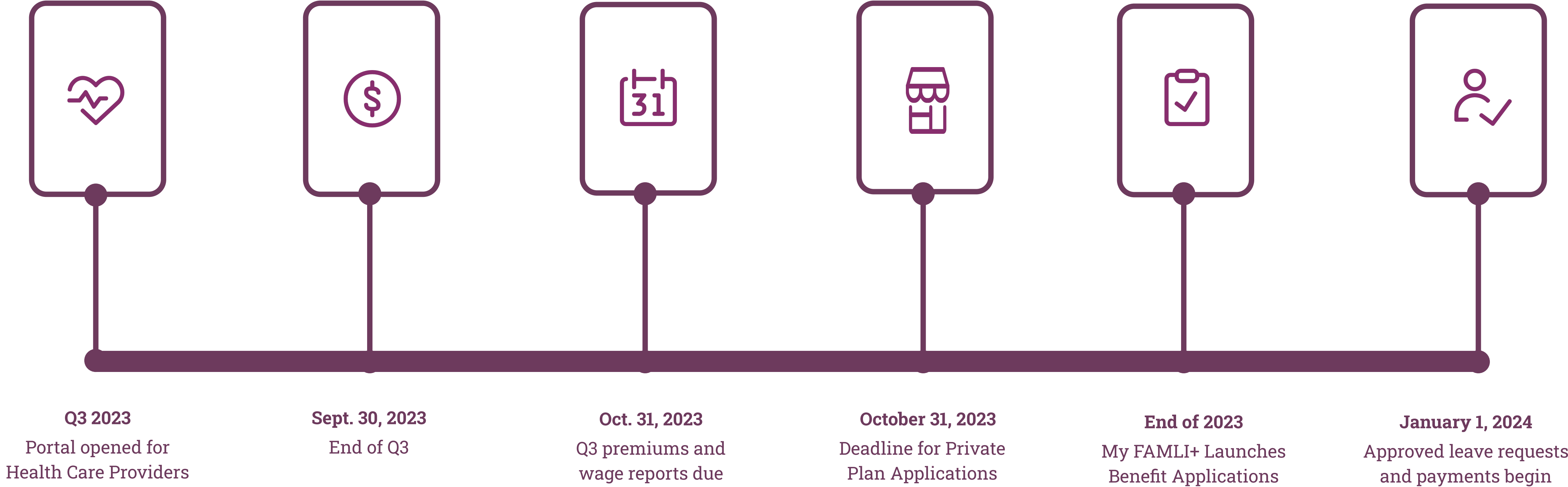
The FAMLI program is a social insurance program with both employers and employees contributing to the fund that will eventually pay out benefits.

The premiums are set to 0.9% (through 2024) of the employee's wage, with 0.45% paid by the employer and 0.45% paid by the employee.

The FAMLI premium rate is statutorily capped at 1.20%.



2023 Colorado FAMLI Timeline



What are the life events that qualify for FAMLI coverage?

- Caring for a new child during the first year after the birth, adoption, or foster care placement of that child.
- Caring for a family member with a serious health condition.
- Caring for your own serious health condition.
- Making arrangements for a family member's military deployment.
- Addressing the immediate safety needs and impact of domestic violence and/or sexual assault.





What is a serious health condition?

The law defines this as illness, injury, impairment, pregnancy, recovery from childbirth, or physical or mental condition that involves inpatient care in a hospital, hospice or residential care facility, or continuing treatment by a health care provider.

How to prepare for bonding leave

- Can file your claim 30 days before your first anticipated day of leave, or until the child's first birthday
- Employers are entitled to 30 days' notice
- You will need proof of birth, which can include birth certificate or some documentation from a health care provider that verifies the birth
- Self-employed workers are also eligible to opt into the program voluntarily





What about babies born in 2023?

- Bonding leave eligibility isn't affected by taking previous paid or unpaid leave for that child before FAML I benefits become available.
- Employers are still entitled to 30 days' notice before a parent begins bonding leave.
- Employees working for a business of any size are eligible for FAML I.

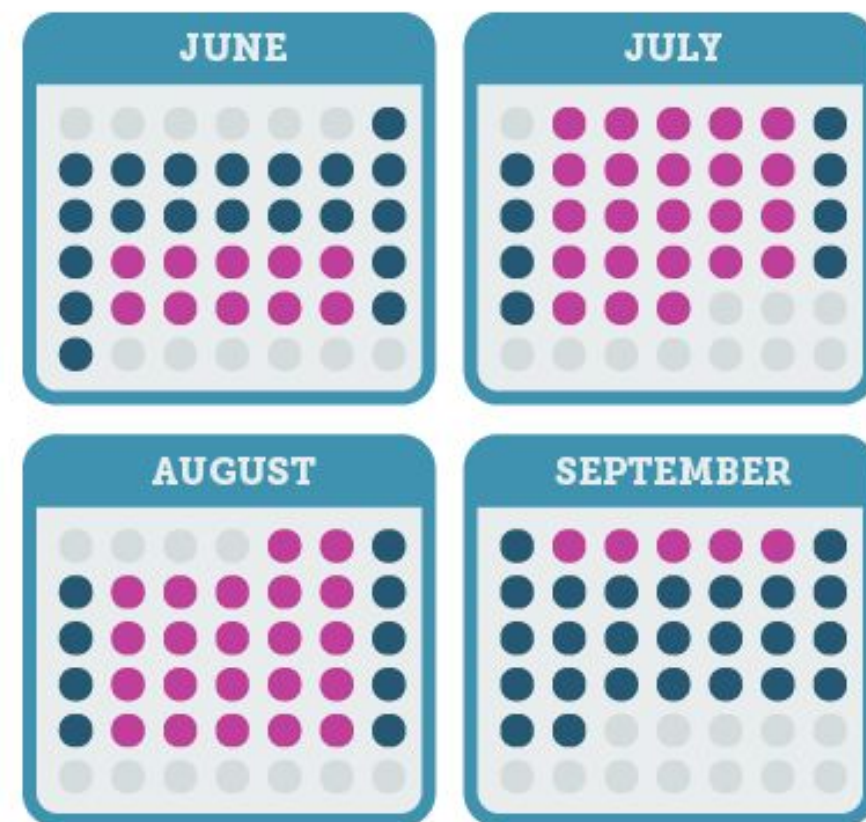
Not just birthing parents

- Dads and partners also eligible for 12 weeks of bonding leave
- Parental leave does not need to run concurrently
- Adoptive and foster parents can submit proof of adoption or placement
- Anyone designated “in loco parentis” is eligible for 12 weeks of bonding leave with documentation



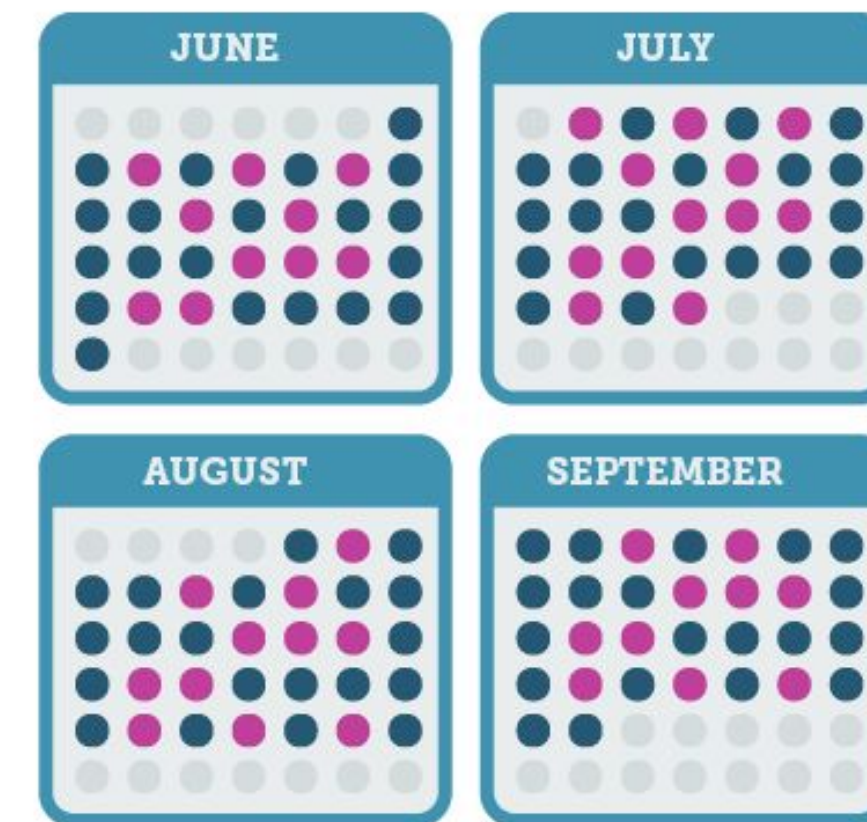
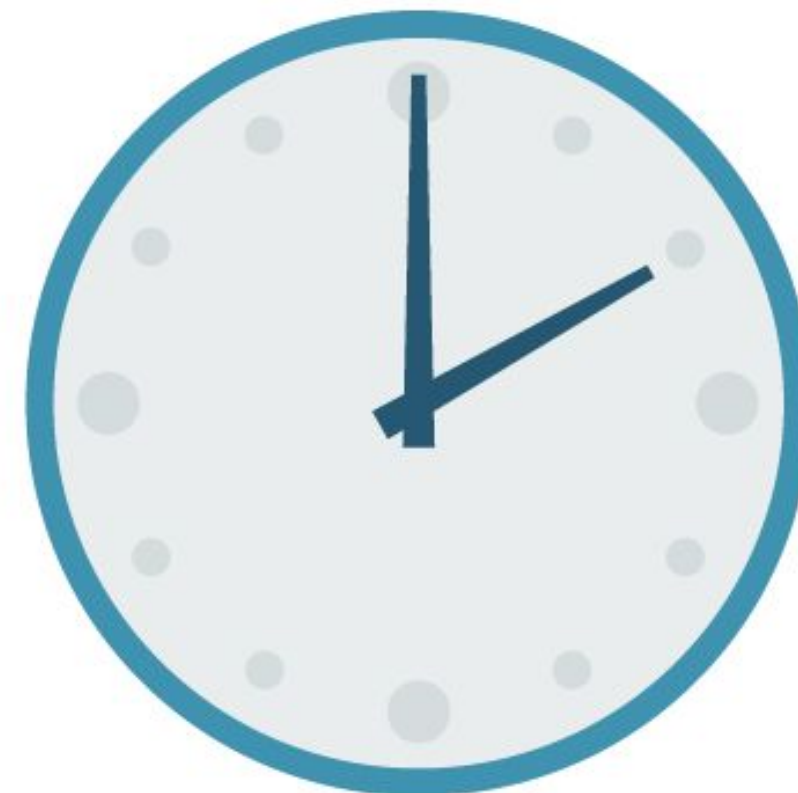
Eligible workers can take time off:

- As a single block of time
- On an intermittent basis
- On a reduced schedule



**Continuous
LEAVE**

Reduced WORK SCHEDULE



**Intermittent
LEAVE**

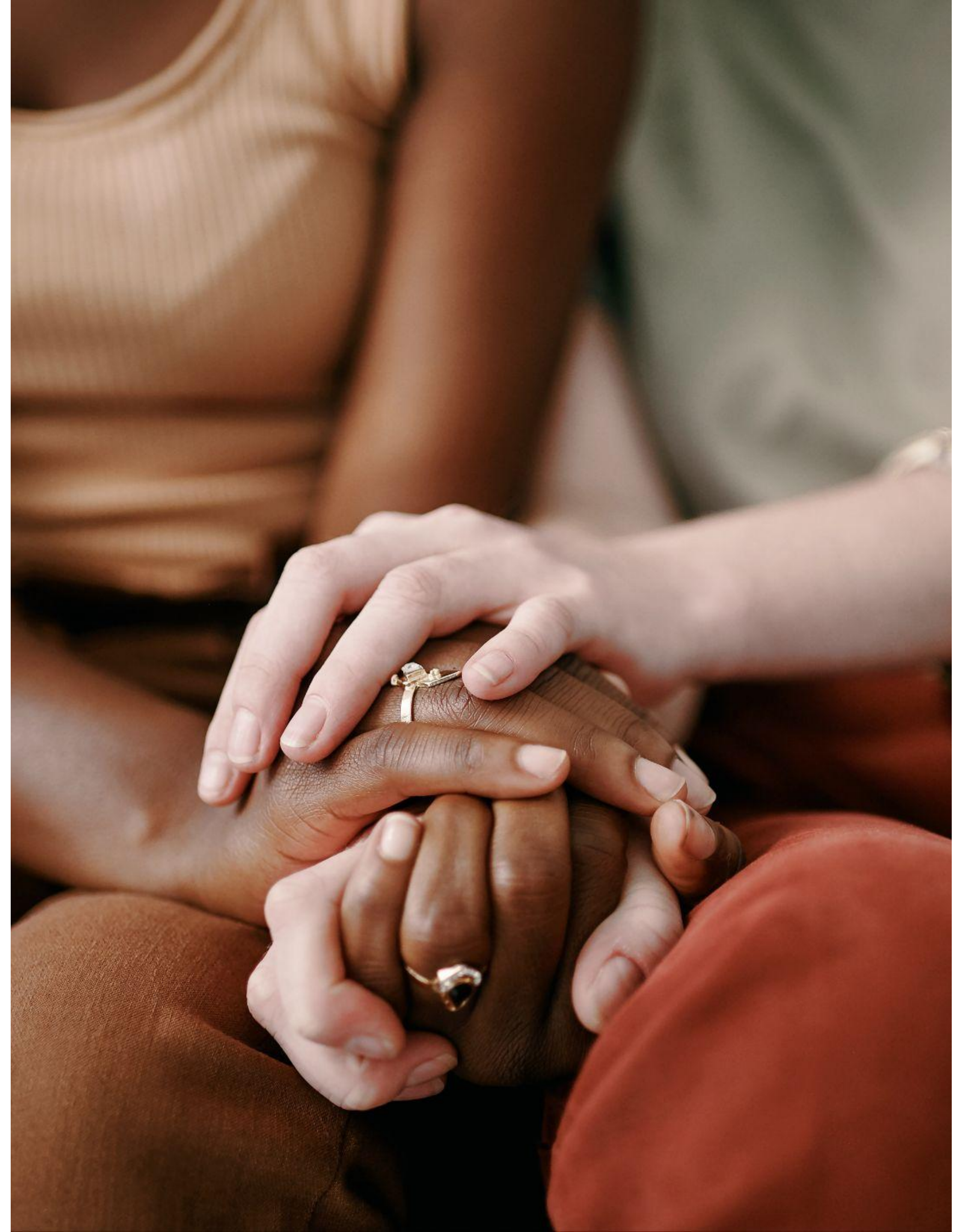
Can relatives apply for FAMILI leave?

Yes and no!

Only parents who are ‘in loco parentis’ of the child, are eligible for bonding leave.

But if the child (or one of the parents) has a serious health condition, you can apply for FAMILI leave to care for the relative.

You will need to get the “Serious Health Condition” form verified by your loved one’s health care provider.



What is a childbirth complication?

The law does not define it. That means that a health care provider, not the FAML I Division, will decide when a birthing parent is eligible for 4 weeks of medical recovery in addition to 12 weeks of bonding leave.



Claim Filing Overview

Review the steps to complete your claim and select your claim type to learn more about the information and documents you'll need in order to submit.

Steps to File Your Claim

- 1 My Details**
Provide your information to start the claim. If you're submitting on someone else's behalf, answer as if you're them.
- 2 Employment**
Provide your employment information and select the employer(s) you'll need leave from for this claim.
- 3 Leave Details**
Select the type of leave and duration of time you need to take off for this claim. You'll also upload documents to support your reason for taking leave.
- 4 Payment**
Select how you would like to receive your leave payments.
- 5 Review & Submit**
Review the information you provided and submit the claim. Once all required documents are submitted, you'll receive an update within two weeks.

Information About Claim Types

Parental (Bonding) Leave

Things to know

- FAMLI will provide up to 12 weeks of paid leave for Colorado workers to bond with a new child.
- Leave for birth of a child must be completed within one year of the birth.
- Leave for placement and care of an adopted or foster child must be completed within one year of the placement.
- Those who experience pregnancy or childbirth complications may be eligible for up to an additional four weeks, for a total of 16 weeks. If you do experience complications, you will need to file a separate claim and select "Medical and Care Leave" as the leave type in addition to filing a "Bonding Leave" claim.

Documents needed

Documents that show proof of birth, adoption, foster care placement, etc. depending on your need for taking bonding leave.

Safe Leave (Domestic Violence)

Military Family Members (Exigency) Leave

Medical and Care Leave

PARENTAL (BONDING) LEAVE

Apply with My FAMLI+

- Create your profile
- Choose the type (and length) of leave
- Enter your typical work schedule
- Get a list of required paperwork
- File your claim
- Check progress

My Details



Employment



Leave Details



Payment



Review & Submit



Reason for Leave

Select the reason why you need to request paid leave. You can only select one option per claim. [i](#)

- Treating or recovering from my own serious health condition
- Taking care of my loved one who has a serious health condition
- Experiencing a pregnancy-related health condition
- Bonding with a newborn child, recently adopted child, or recently placed child for foster care
- Receiving treatment, legal assistance, or otherwise recovering after being the victim of stalking, domestic violence, sexual assault, or abuse, or assisting a family member in this situation
- My family member's active-duty service or notice of impending call or order to active duty in the armed forces

Claim Nickname

Enter a nickname that will help you remember the leave details of this claim. (Examples: dad's surgery, broken leg, etc.)

Claim nickname*

(25 characters max)

Back

Save & Exit

Next

Serious Health Condition Form



Medical Certification Serious Health Condition

Claimant Filing for Self



COLORADO
Family and Medical Leave
Insurance Program (FAMLI)

Department of Labor and Employment

P.O. Box 2330 Denver CO 80202-3660

This form is required when you intend to take FAMLI leave for your own serious health condition. A serious health condition is defined as an illness, injury, impairment, pregnancy, recovery from childbirth, or physical or mental condition that involves inpatient care in a hospital, hospice, residential medical care facility, or involves continuing treatment by a health care provider. Designated Representatives must also fill out this form on behalf of the person they are filing for.

Bring this printed form to your (or the claimant's) health care provider authorized to certify your condition (or the condition of the patient applying for Family and Medical leave Insurance (FAMLI) benefits). A health care provider is defined as any person licensed, certified, or registered under federal or Colorado law to provide medical or emergency services, including, but not limited to, physicians, doctors, nurses, emergency room personnel, and midwives.

All fields with an asterisk (*) must be filled in or checked.

The remaining sections must be completed by the health care provider.

Patient Medical Information

Does this patient require time away from work due to their condition?* Yes No

Primary ICD-10-CM code and description:* K50.013

Crohn's disease of small intestine with fistula.

(The Primary ICD-10-CM code should be specific to this period of time, not for the overarching illness.)

Secondary ICD-10-CM code and description: K50.013

Crohn's disease of small intestine with fistula.

Physical requirements of patient's job:*

Any Sedentary Light Medium Heavy

Was this a workplace-related injury or illness?* Yes No

Is this a pregnancy or childbirth complication?* Yes No

If doctors are not registered in the system, patients will download a .pdf for them to sign.

My FAMILI+ Health Care Provider Portal

Register with the FAMILI Division to help make things go smoothly when Coloradans start applying for benefits in 2024.

A health care provider is defined as any person licensed, certified, or registered under Federal or Colorado law to provide medical or emergency services:

- Physicians and doctors
- Nurses
- Emergency room personnel
- Midwives

Providers who register in My FAMILI+ will provide an elevated patient experience by getting rid of excess paperwork.

[Sign up here](#) to receive FAMILI updates just for health care providers!

**Life Happens.
FAMILI Has You Covered.**

The Family and Medical Leave Insurance Program (FAMILI) is a new benefit for Colorado workers. It ensures Colorado workers have access to paid leave in order to take care of themselves and their family. FAMILI is there for you when you need it most – whether you're growing your family or taking care of a loved one with a health condition, FAMILI has you covered.

[Get Started](#)

FAMILI Applicants

Most working Coloradans can apply for benefits and move one step closer to the help they need.

Work doesn't come first, you do.

FAMILI Health Care Providers

A health care provider is a licensed, certified, or registered medical professional under Federal or Colorado law.

Start helping patients today.

Apply for FAMILI. As Easy As 1, 2, 3!

- Create your account**
Set up your profile to get started with FAMILI.
- Submit your application**
Answer a few questions to learn if you're eligible.
- Track your application status**
View updates in your FAMILI dashboard.

Subscribe to our newsletter for helpful tips and FAMILI updates. [Subscribe](#)

This system may contain U.S. Government information, which is restricted to authorized users ONLY. Unauthorized access, use, misuse, or modification of this computer system or of the data contained herein or in transit to/from this system may constitute a violation of Title 18, United States Code, Section 1030, and may subject the individual to criminal and civil penalties pursuant to Title 26, United States Code, Sections 7213, 7213A, and 7431.

This system and equipment are subject to monitoring to ensure proper performance of applicable security features or procedures. Such monitoring may result in the acquisition, recording, and analysis of all data being communicated, transmitted, processed, or stored in this system by a user. If monitoring reveals possible



We want to hear from you!

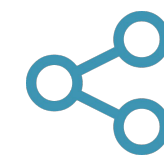
We want to build a FAML I program that is fair and meets the needs of both employers and workers.



WEBSITE
FAML I.Colorado.gov



PHONE
1-866-CO-FAML I
(1-866-263-2654)



SOCIAL MEDIA
[@ColoradoFAML I](https://twitter.com/ColoradoFAML I)

Monday - Friday
8 A.M. - 4 P.M.



SURVEY
How well do you know FAML I?

Thank You!

QUESTIONS?

