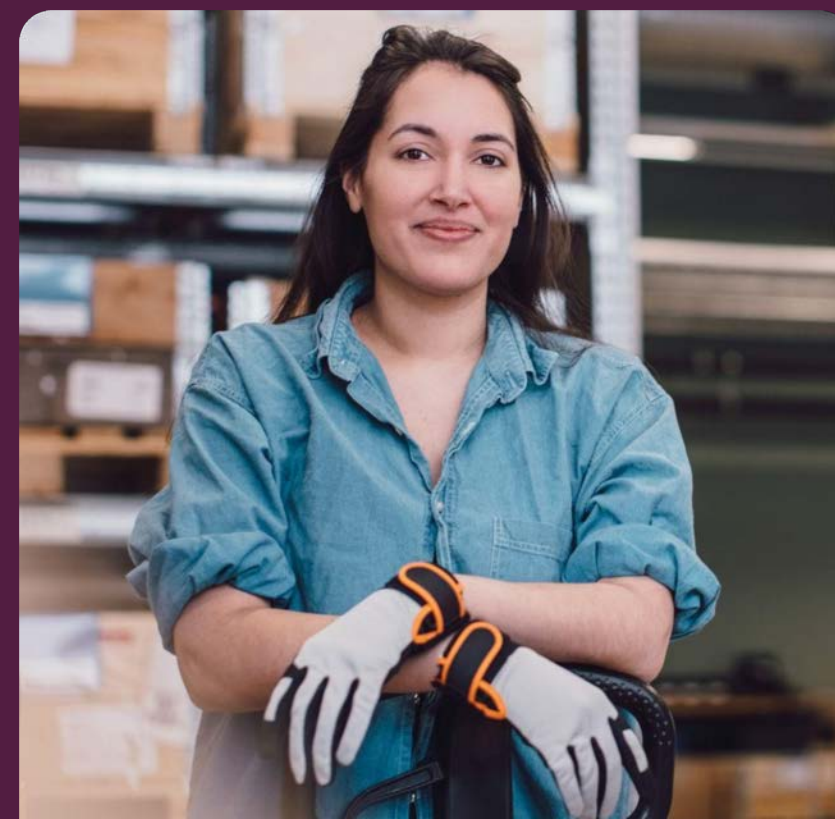
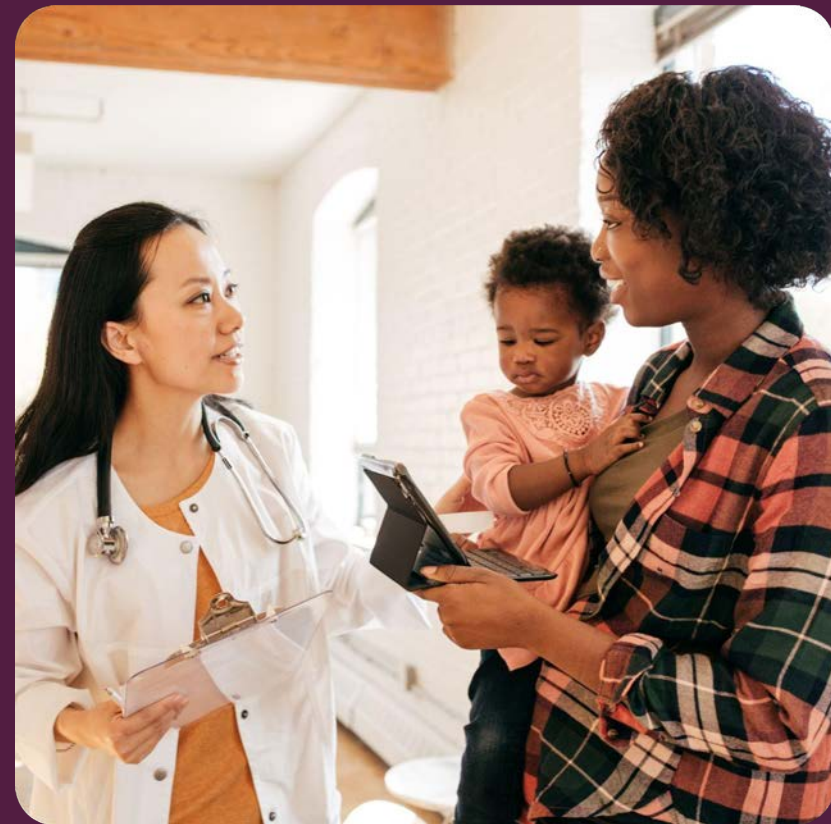


Thank you for waiting

The presentation will begin soon



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

April 25, 2024



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





Agenda

- **FAMLI overview**
- **Filing for benefits**
- **What to expect on leave**
- **Understanding reinstatement rights**
- **Questions**



FAMILY paid leave is here!



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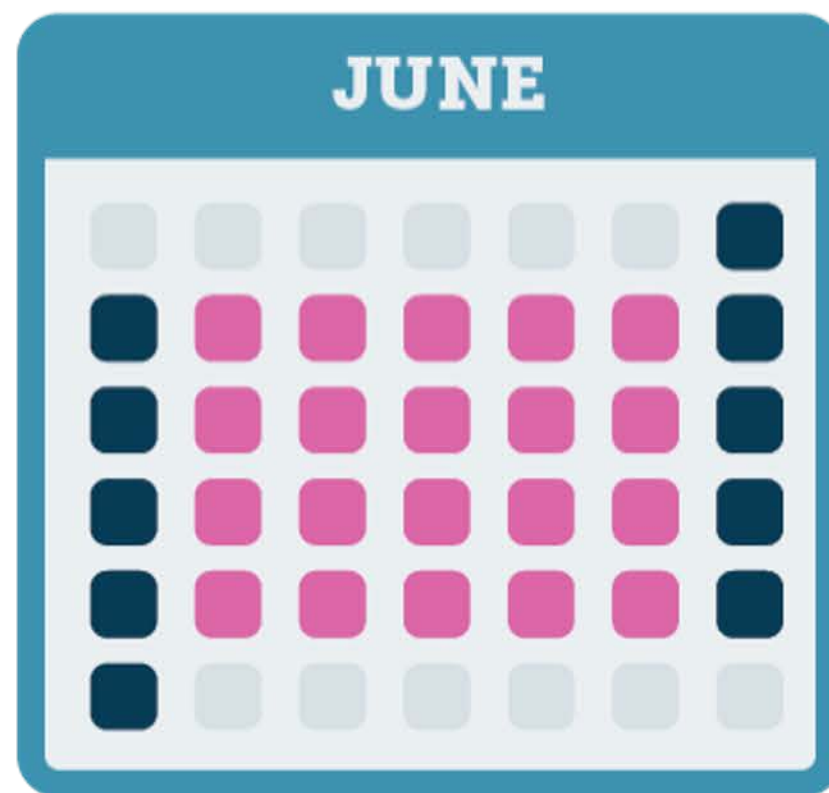
What are the life events that qualify for FAMLI coverage?

- 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.

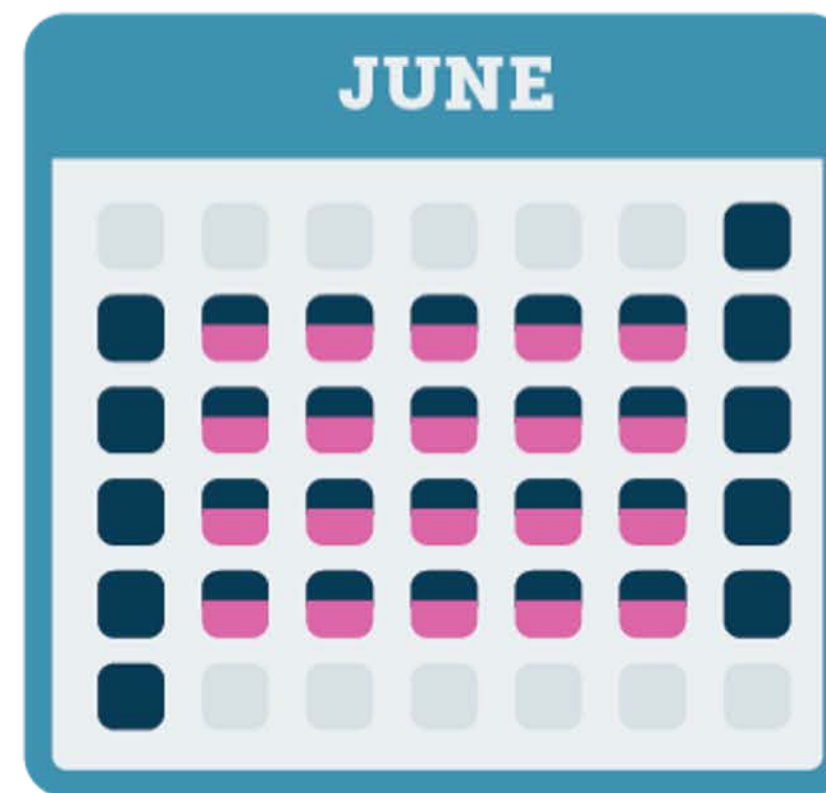


Eligible workers can take time off:

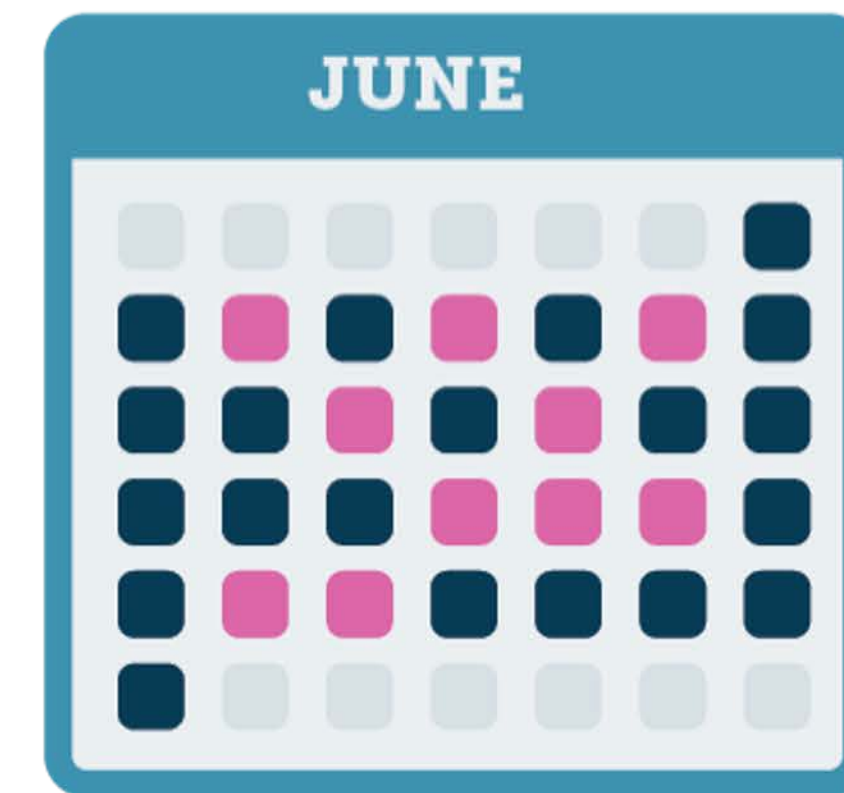
- As a single block of time
- On an intermittent basis
- On a reduced schedule



Continuous
LEAVE



Reduced
WORK SCHEDULE



Intermittent
LEAVE

Coordination of Benefits



Family and medical leave insurance benefits **cannot be combined** with unemployment insurance payments.



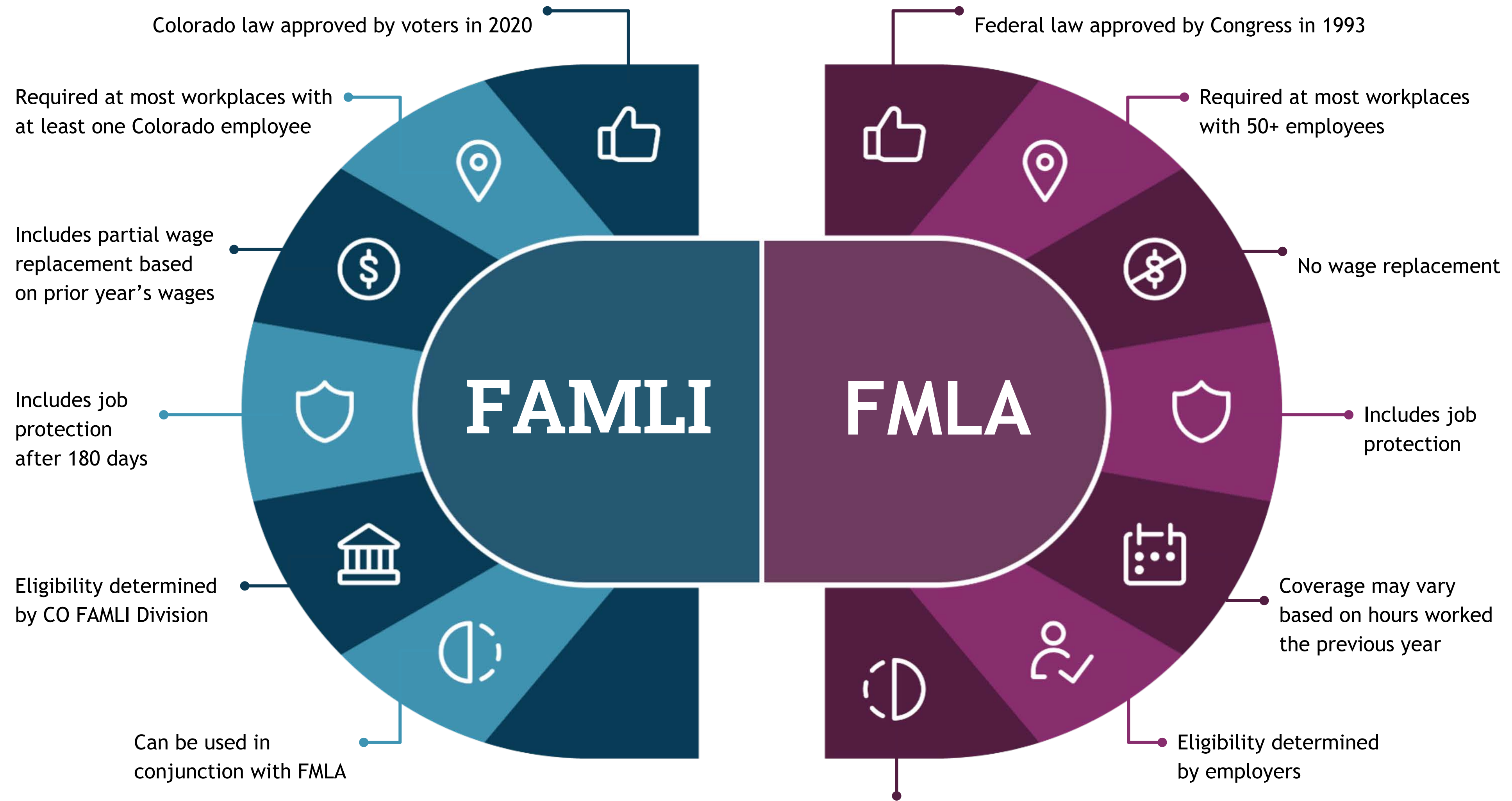
You can agree to use other employer-provided leave to top off payments if there's a signed agreement.



Employers can require employees to use FAML I leave as a condition to receive other benefits that the employer is not legally required to provide that would also cover FAML I circumstances like short-term disability, long-term disability, or paid parental leave.



Differences between FAMLI and FMLA





What about health insurance while workers are on leave?

- Same as FMLA, FAMI requires employers to keep providing insurance while an employee is on leave
- Employees need to keep paying their part
- Employees have different options to make those payments. [Find the details here.](#)



Foreseeable leave

- Employees can apply up to 30 days in advance
- Employees must consult with their employer to see if they can arrange leave so as not to “unduly disrupt” operations

10



What if I don't see my need for **FAMLI** leave coming?

- Claims can be filed up to 30 days after the start of a work absence.
- If you're incapacitated, a family member can file on your behalf.
- You can file your claim beyond 30 days but before 90 days if you have good cause for the delay

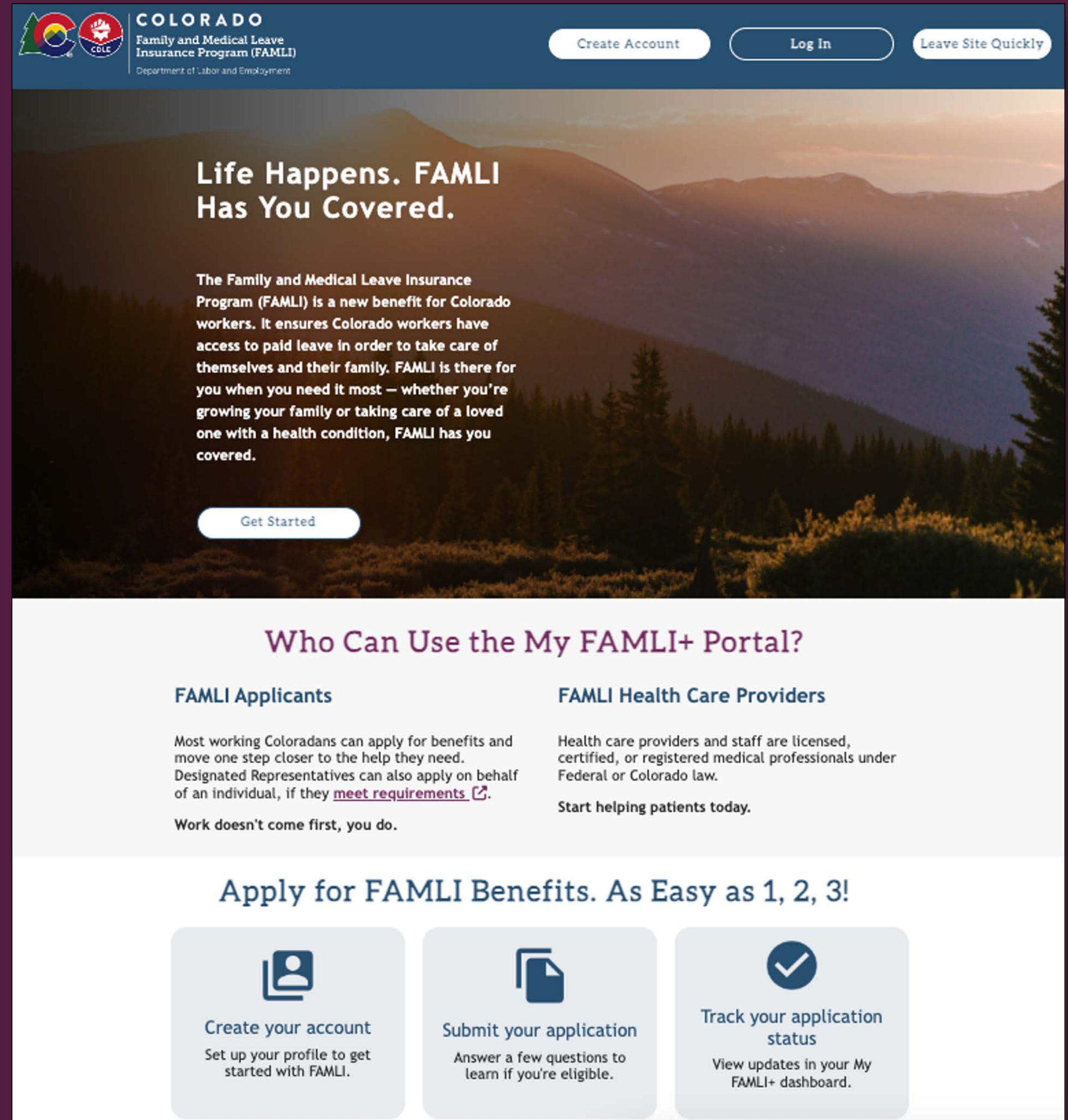
Designated Representative

The screenshot shows the Colorado Family and Medical Leave Insurance Program (FAMLI) web portal. The header includes the Colorado logo, the text 'COLORADO Family and Medical Leave Insurance Program (FAMLI)', and the Department of Labor and Employment. A user profile for 'Jobson, Sally' is visible with a 'Leave Line Quickly' button. The navigation menu includes 'Dashboard', 'Claims', 'Tasks', 'Message Center', 'Payments', and 'Resources'. Below the navigation is a progress bar with five steps: 'My Details', 'Employment', 'Leave Details', 'Payment', and 'Review & Submit'. The current step is 'Are You a Designated Representative?'. The form includes a required field question: 'Are You a Designated Representative?'. Below the question are radio buttons for 'Yes' (selected) and 'No'. A note states: 'If you're filing a claim for yourself to care for a family member, you are not a Designated Representative for this claim. You will select that option later when we ask about your reason for taking leave.' The 'Designated Representative Attestation' section asks 'Which Designated Representative scenario applies to your situation?' with three radio button options: 'I'm a person or entity legally authorized to make decisions on behalf of the claimant through written designation.', 'I'm a parent, guardian, or conservator who has written permission to make decisions on behalf of the claimant.', and 'I'm a family member filing on behalf of a medically incapacitated individual.' A note defines 'A family member can be a child, parent, spouse, domestic partner, grandparent, grandchild, sibling, or someone with whom they have a significant personal bond as described in the FAMLI statute. For legal definitions, refer to the FAMLI Statute and all adopted FAMLI rules.' At the bottom, there is a checkbox for 'I confirm that the selected Designated Representative scenario applies to my situation.' and buttons for 'Back', 'Save & Exit', and 'Next'.

- Register on My FAMLI+ under your own name
- Follow the User Guide for instructions on filing as a Designated Representative

Apply with My FAMLI+

- Start at famli.colorado.gov
- 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



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Department of Labor and Employment

Create Account Log In Leave Site Quickly

Life Happens. FAMLI Has You Covered.




The Family and Medical Leave Insurance Program (FAMLI) 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. FAMLI 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, FAMLI has you covered.

Get Started

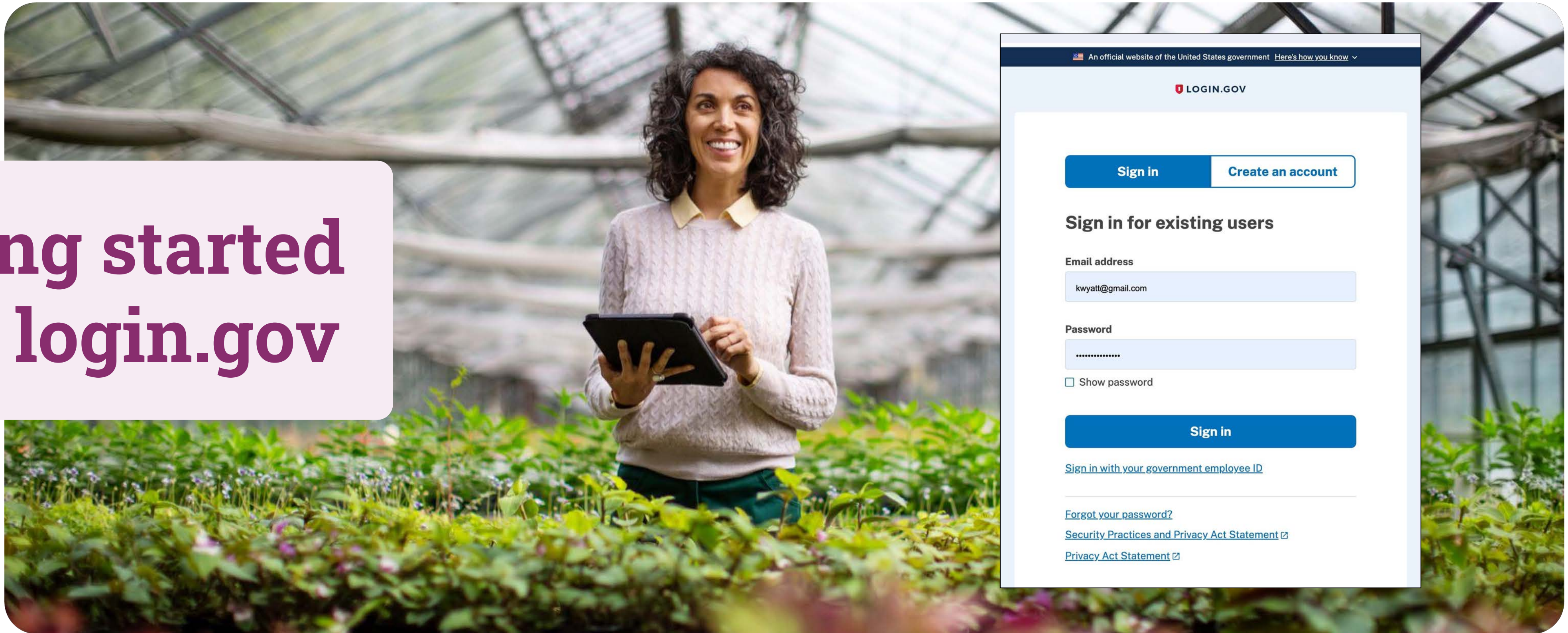
Who Can Use the My FAMLI+ Portal?

FAMLI Applicants	FAMLI Health Care Providers
Most working Coloradans can apply for benefits and move one step closer to the help they need. Designated Representatives can also apply on behalf of an individual, if they meet requirements .	Health care providers and staff are licensed, certified, or registered medical professionals under Federal or Colorado law.
Work doesn't come first, you do.	Start helping patients today.

Apply for FAMLI Benefits. As Easy as 1, 2, 3!

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

Getting started with login.gov



1. Once you select the **Create Account** button, you will be taken to the CDLE FAMLI login page within Login.gov. Select the **Create an Account** button.

2. From the **Create your Account** page, enter a personal email address and set your language preference.

3. Once you have selected **Submit**, you will receive an email from Login.gov to confirm your email. Select the **Confirm email address** button in that email.

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Department of Labor and Employment

Dashboard Claims Tasks Message Center Payments Resources

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. ⓘ

- 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

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

A. Niederpruem-Mitchell

Dashboard Claims Tasks Message Center Payments Resources

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) v

Military Family Members (Exigency) Leave v

Medical and Care Leave v

Cancel Next

Glossary

- ⓘ** "i" icons contain helpful information that you can view by selecting the icon.
- Link** Text with this style are hyperlinks. If you select the hyperlinked text, a new page will open.
- 🗑️** The trash can icon allows you to remove information next to the icon.
- Field name*** Any "field name" with a red asterisk means the information you're asked to enter is required.
- Save & Exit** If you need to leave, the Save & Exit button will save the progress on your current screen. Your progress is also saved every time you select the Next button.

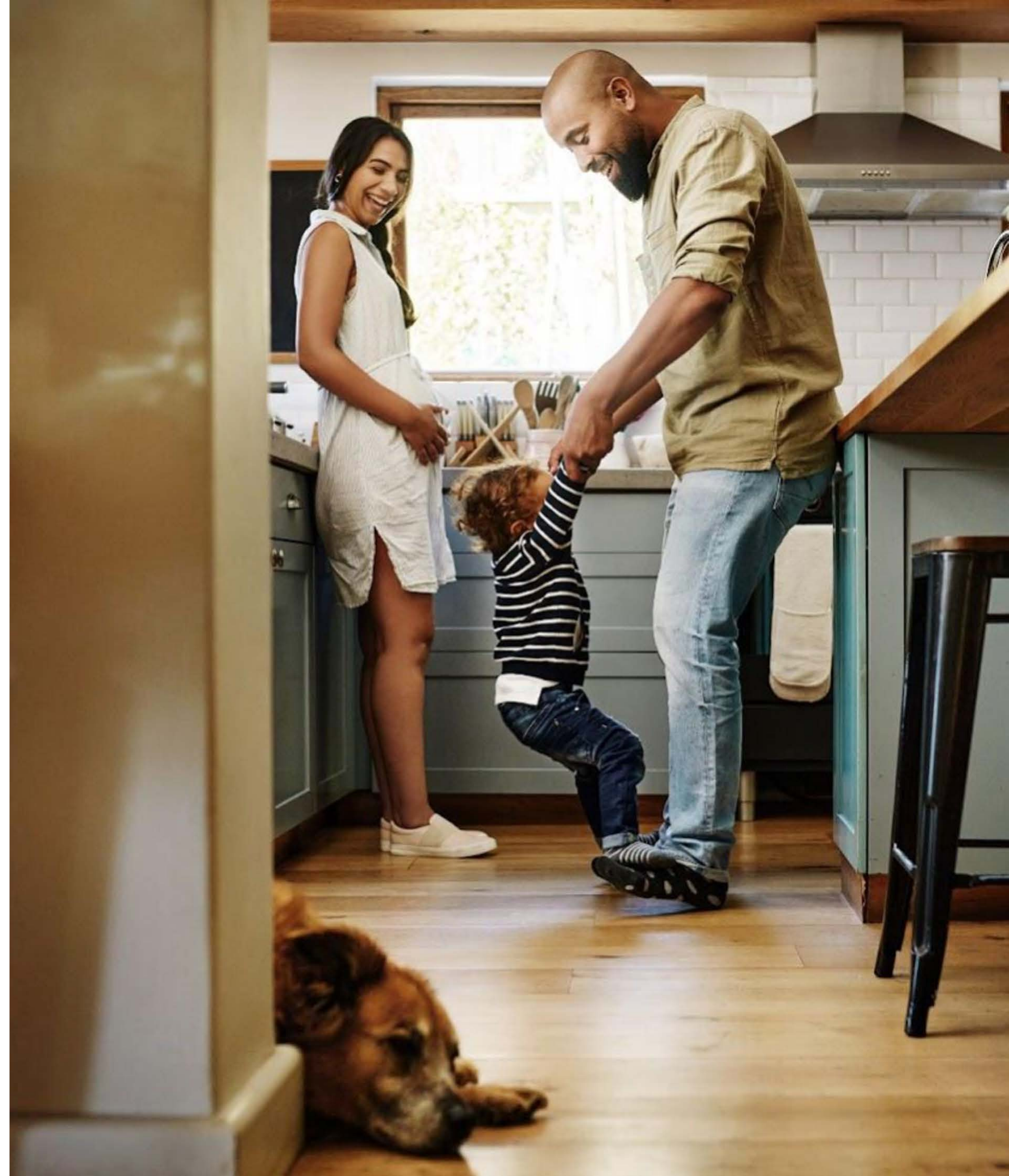


Don't forget the last step!

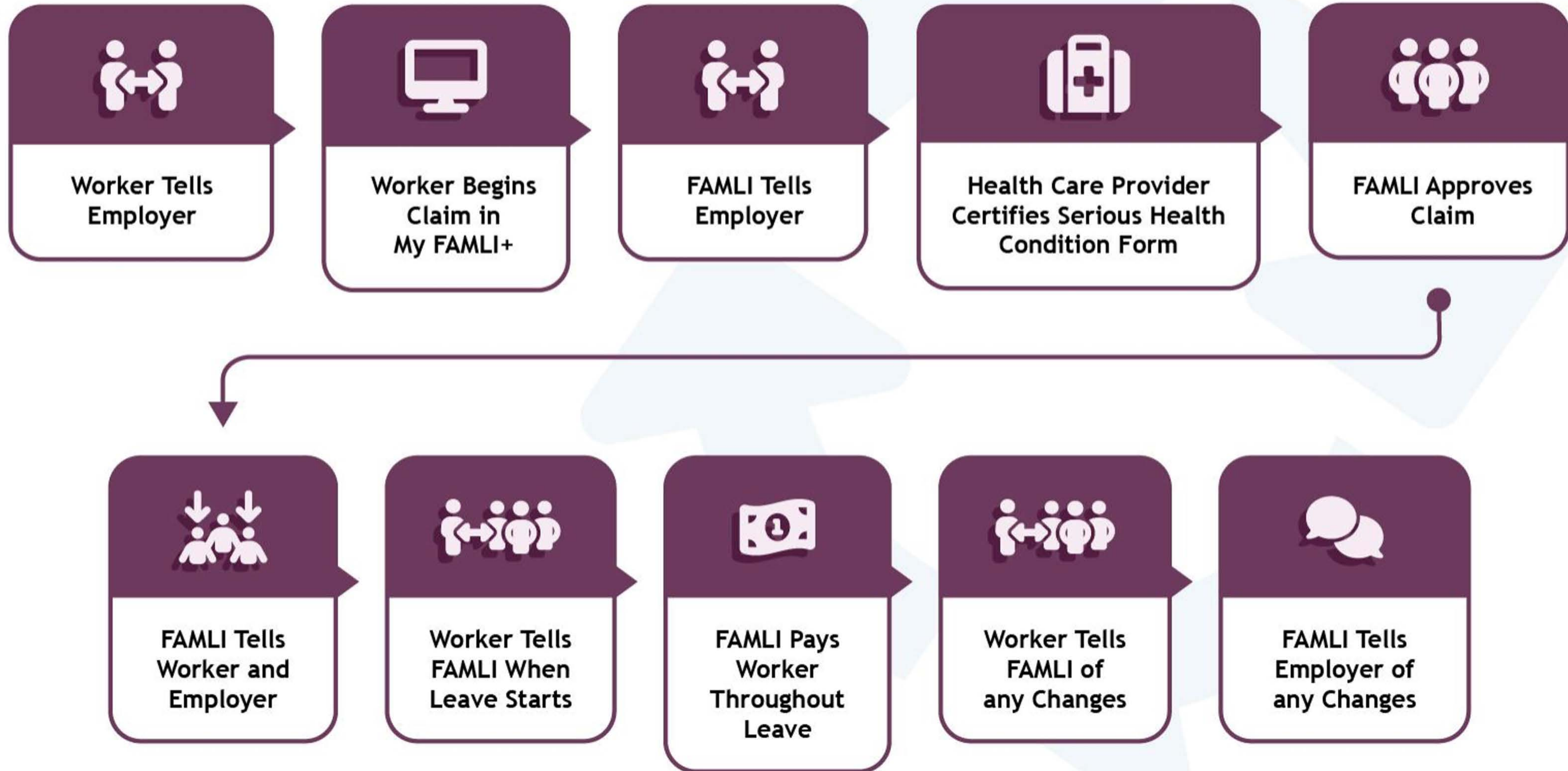
If you submit your application for leave in advance, you must let us know that your leave has officially begun!

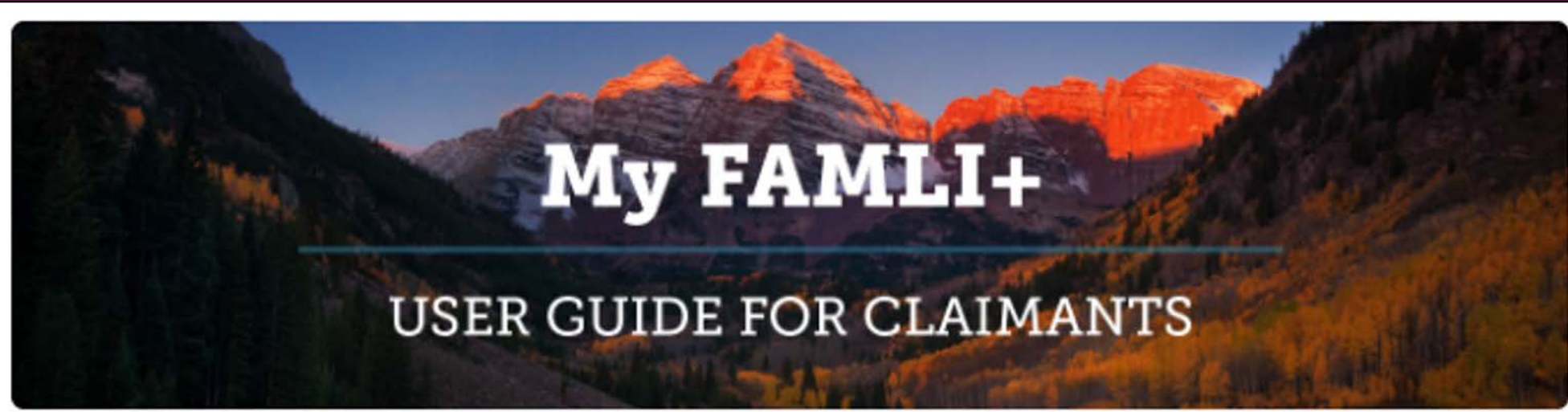
What to expect while you're on FAMLI leave:

- If you opted for continuous leave, your first payment won't be issued until you have missed **one full week** of work. Your "payment day" depends on the day of the week you started your leave.
- If you opted for **intermittent or reduced work schedule**, you will receive a Weekly Certification Task each Sunday. If you complete that task by Sunday evening, you may see benefits appear in your account or on your debit card by the following Tuesday. Otherwise, you can expect payment about 48 hours after completing that task (your weekly deadline to complete it is every Tuesday).



Life Cycle of a Claim





Getting Started

Welcome to My FAMLI+

Register Your Account with Login.gov

Create a New Claimant Account

Logging In

Filing a Claim

Instructions to start a new claim

Instructions to provide your personal details

Instructions to provide your employment details

Instructions to provide your leave details

Instructions to provide your payment details

Instructions to review and submit the claim





Things to know about reinstatement rules:

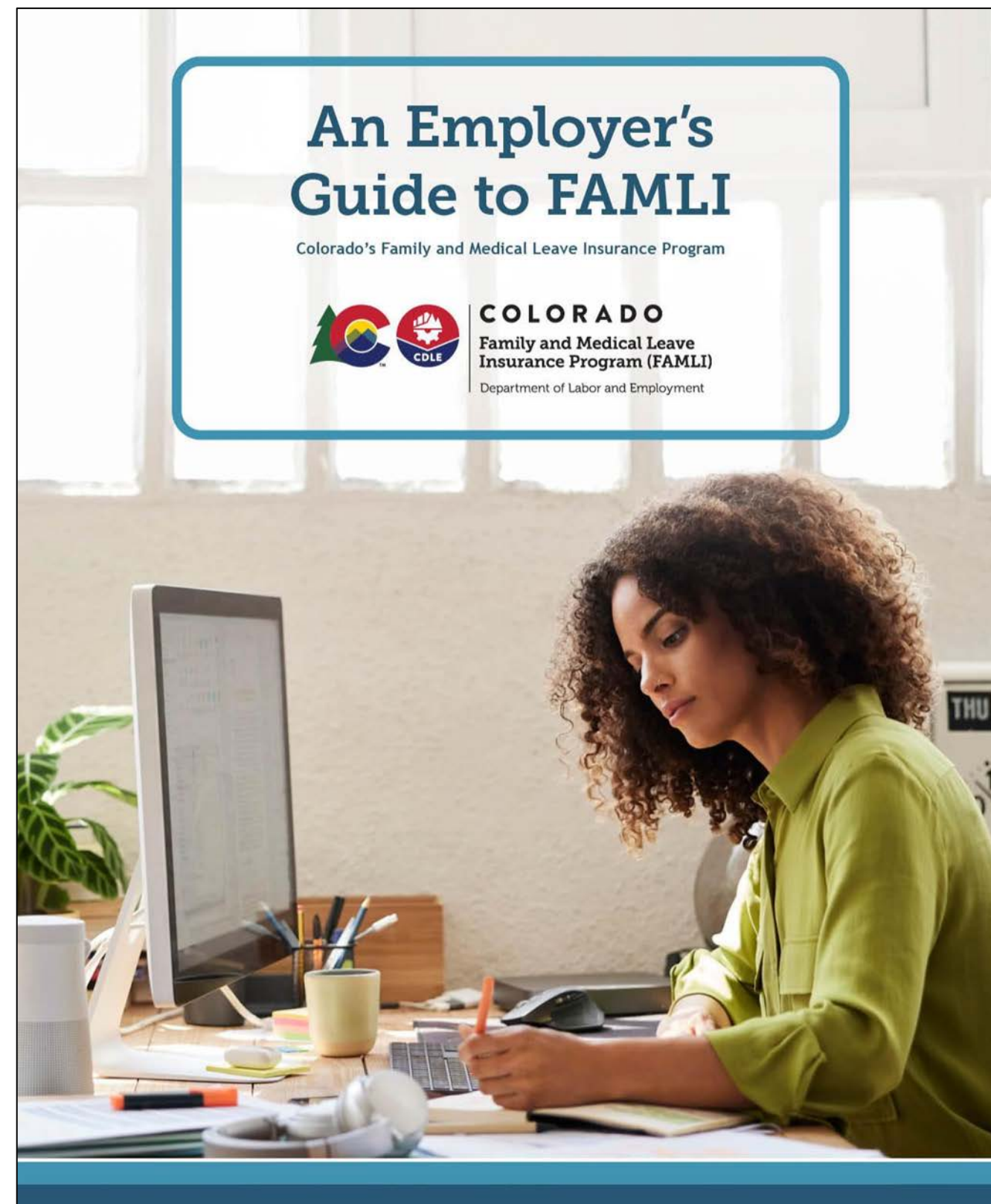
- Employees who take FAML I leave are entitled to be restored by the employer to the position they held when the leave started.
- An individual is **considered employed** on any day they work, on their days off, and during any leave (paid or unpaid) where the employer reasonably believes the individual will return to work.
- An employer is **not obligated** to reinstate an employee IF an employee's position is eliminated due to **legitimate downsizing or reorganization**.
- An employer is **not obligated** to reinstate an employee IF the employee **cannot perform the essential functions of their job** any longer following the period of leave.

What about seasonal workers?

Where employment is seasonal, an individual is not considered employed between seasons.



The FAMLI Toolkit



What is FAMLI?

FAMLI
Provides 12 weeks of paid leave to Colorado workers when life pulls them away from their jobs. Coloradans can apply for FAMLI leave to take time off to:

- ✓ Bond with a new child
- ✓ Care for themselves or a family member with a serious health condition
- ✓ Help manage a loved one's military deployment
- ✓ Keep yourself and your family safe during domestic violence.

Voter-Approved
With 57% voter approval in 2020, FAMLI is a benefit Colorado workers want.

Partial Wage Replacement
When benefits become available in January 2024, approved claimants will receive a benefit payment based on a sliding scale in relation to the State's Average Weekly Wage. To estimate what your FAMLI payments could be, check out our Premiums & Benefits Calculator on famli.colorado.gov.

My FAMLI+
Coloradans will apply for benefits and get paid directly from the State using My FAMLI+, the online portal used to manage FAMLI claims. My FAMLI+ will be live in December 2023 before benefits start in January 2024. Access My FAMLI+ at famli.colorado.gov.

Social Insurance Program
FAMLI is a social insurance program. Both employers and employees contribute premiums to the fund that will begin to pay benefits in 2024.

Premiums
Are 0.9% of the employee's wage.

- 0.45% paid by the employer
- 0.45% paid by the employee
- Payroll deductions began in January 2023

Life Happens. FAMLI Has You Covered.

Learn more at famli.colorado.gov



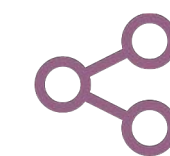
We want to hear from you!

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



WEBSITE

famli.colorado.gov



SOCIAL MEDIA

@ColoradoFAMLI



PHONE

1-866-CO-FAMLI
(1-866-263-2654)

Monday - Friday

8 A.M. - 4 P.M.

Questions?

