

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

FAMLI.Colorado.gov  
February 1, 2024



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







# Agenda

- What is FAMLI?
- Qualifying for FAMLI leave
- How to securely file for FAMLI
- A look at the My FAMLI+ portal
- FAMLI payment types
- Questions





# FAMILY paid leave is here!



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# What is FAMLI?

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

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Colorado's FAMLI program covers most workers, including self-employed individuals and independent contractors.

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

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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.

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FAMLI participation is **optional** for all **self-employed** workers





# 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 much does FAMLI pay?

<b>Weekly Wage</b>	<b>Weekly benefit</b>	<b>Maximum annual benefit</b>	<b>Percent of weekly wage</b>
\$500	\$450	\$5,400	90%
\$1,500	\$1,034	\$12,408	69%
\$2,000	\$1,100	\$13,200	55%
\$2,500	\$1,100	\$13,200	44%
\$3,000	\$1,100	\$13,200	37%

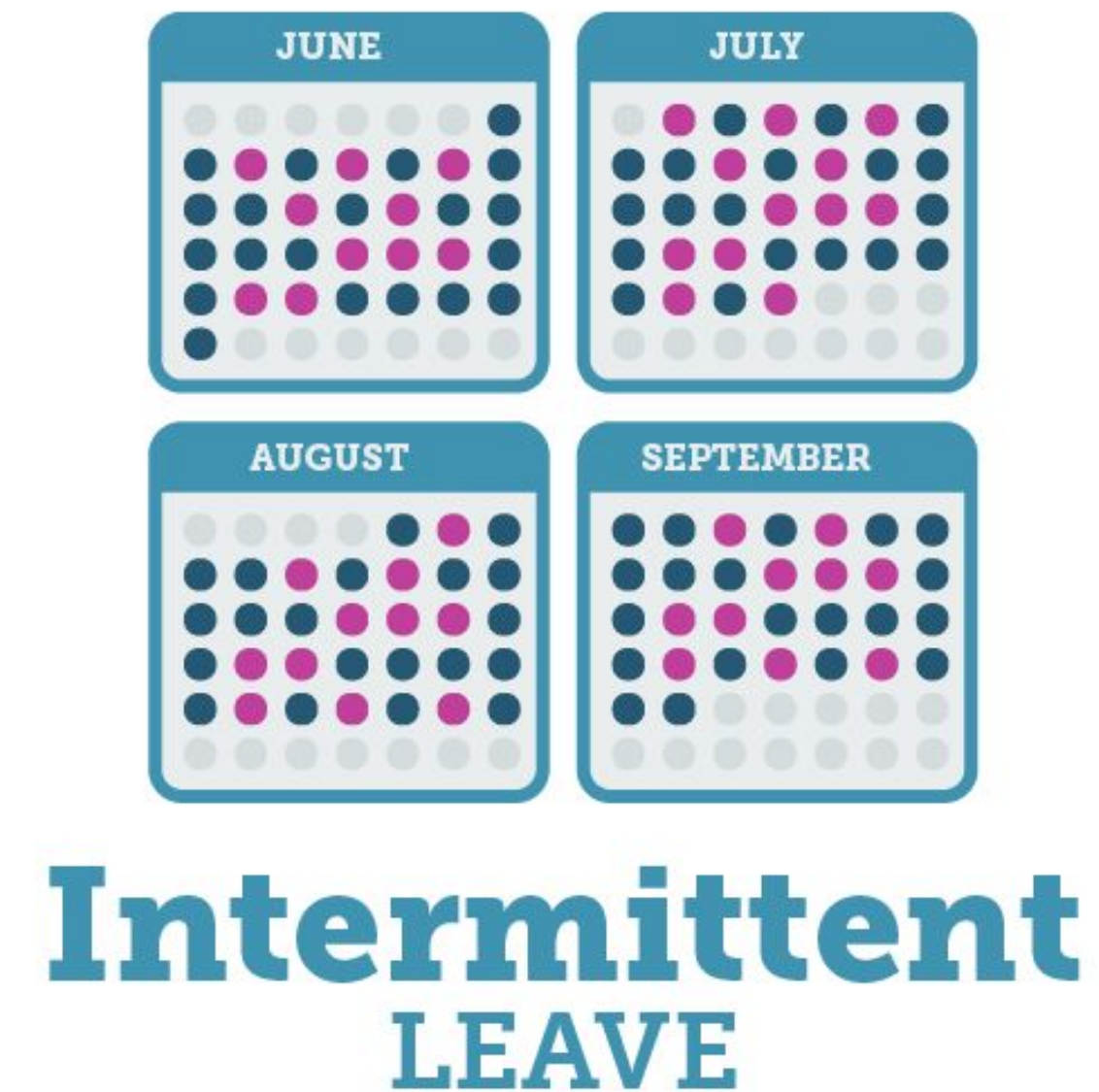


# Eligible workers can take time off:

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



## Reduced WORK SCHEDULE







## What if I have multiple jobs?

- Add all your employers and the hours you work for each
- No extra FAMI leave time
- You can take leave from all of your employers, or just one
- Benefits capped at \$1,100/week



# Apply with My FAMILI+

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

Create Account Log In Leave Site Quickly

## 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

### Who Can Use the My FAMILI+ Portal?

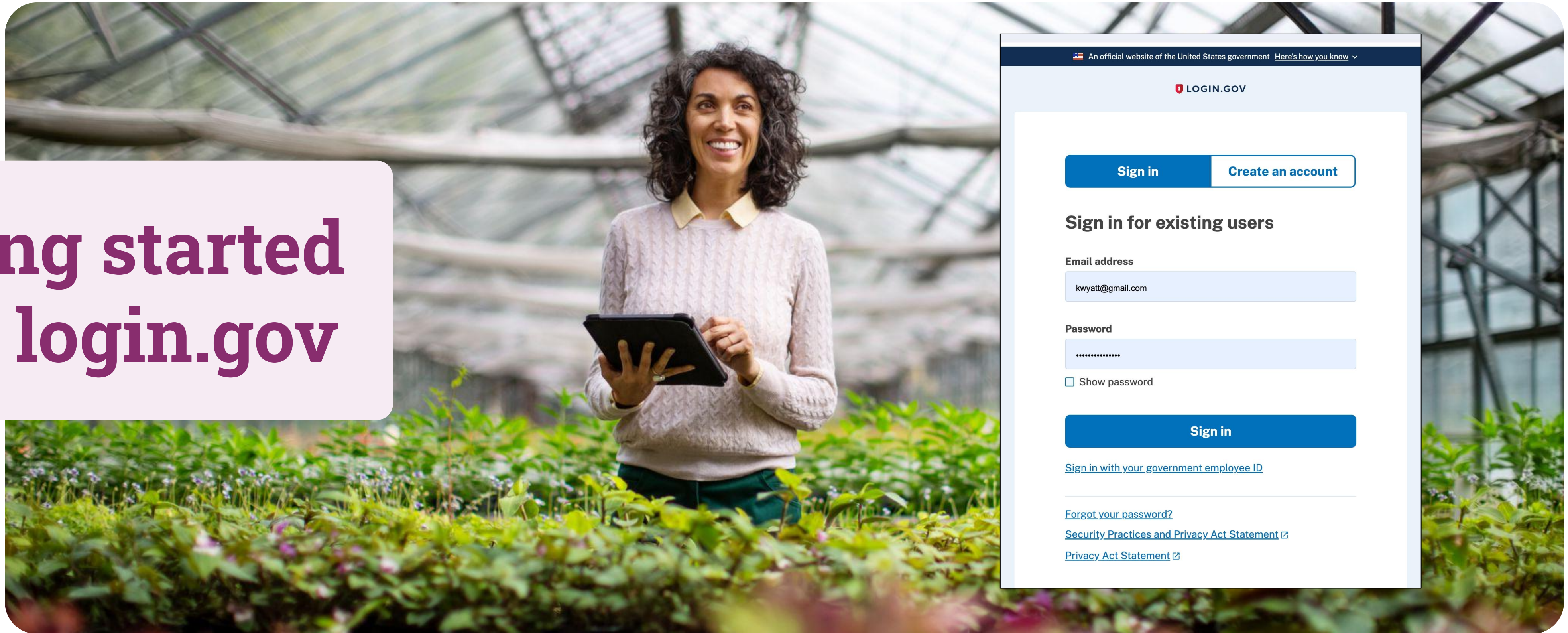
<h4>FAMILI Applicants</h4> <p>Most working Coloradans can apply for benefits and move one step closer to the help they need. Designated Representatives can also apply on behalf of an individual, if they <a href="#">meet requirements</a>.</p> <p>Work doesn't come first, you do.</p>	<h4>FAMILI Health Care Providers</h4> <p>Health care providers and staff are licensed, certified, or registered medical professionals under Federal or Colorado law.</p> <p>Start helping patients today.</p>
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### Apply for FAMILI Benefits. As Easy as 1, 2, 3!

<p><b>Create your account</b> Set up your profile to get started with FAMILI.</p>	<p><b>Submit your application</b> Answer a few questions to learn if you're eligible.</p>	<p><b>Track your application status</b> View updates in your My FAMILI+ dashboard.</p>
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# Getting started with login.gov

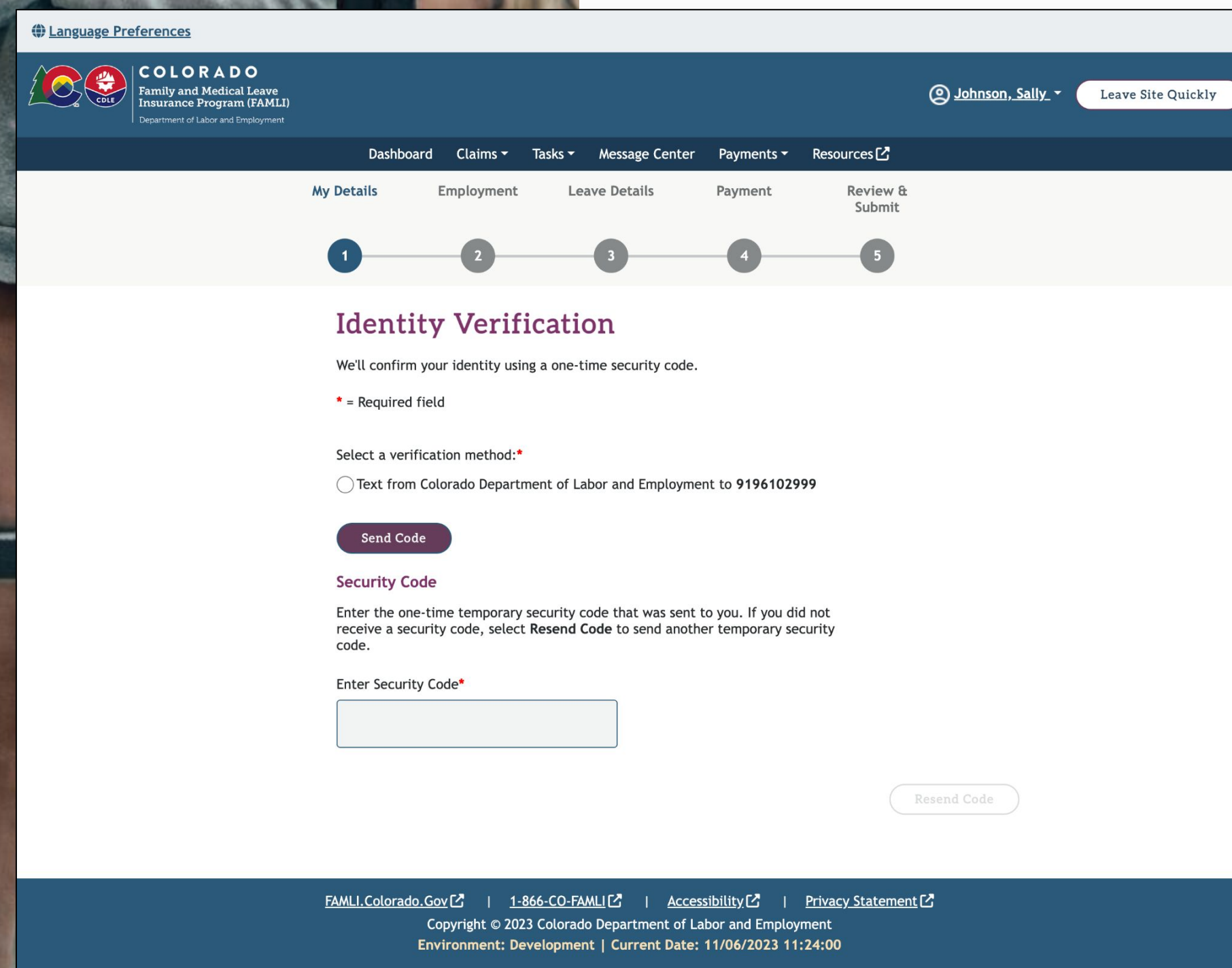


1. Once you select the **Create Account** button, you will be taken to the CDLE FAMLI login page within Login.gov. Select the **Create an Account** button.
2. From the **Create your Account** page, enter a personal email address and set your language preference.
3. Once you have selected **Submit**, you will receive an email from Login.gov to confirm your email. Select the **Confirm email address** button in that email.



# Identity Verification

- Select your preferred verification method and then select **Send Code**.
- Enter the Security Code
- Complete TrueID if necessary



The screenshot shows the 'Identity Verification' page on the Colorado FAMLI website. The page is part of a multi-step process, with 'Identity Verification' being step 2. The user is logged in as 'Johnson, Sally'. The page includes a navigation menu with options like 'Dashboard', 'Claims', 'Tasks', 'Message Center', 'Payments', and 'Resources'. Below the navigation, there are tabs for 'My Details', 'Employment', 'Leave Details', 'Payment', and 'Review & Submit'. The 'Identity Verification' section contains the following text and form elements:

**Identity Verification**

We'll confirm your identity using a one-time security code.

\* = Required field

Select a verification method:\*

Text from Colorado Department of Labor and Employment to 9196102999

**Send Code**

**Security Code**

Enter the one-time temporary security code that was sent to you. If you did not receive a security code, select **Resend Code** to send another temporary security code.

Enter Security Code\*

**Resend Code**

At the bottom of the page, there are links for 'FAMLI.Colorado.Gov', '1-866-CO-FAMLI', 'Accessibility', and 'Privacy Statement'. The footer also includes copyright information for 2023 and the current date: 11/06/2023 11:24:00.

**Tip: If you need a Notary Public, find one at most banks and public libraries**



## 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**

Cancel

Next

### Glossary

- 1** "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.
- Trash icon** 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.



## 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



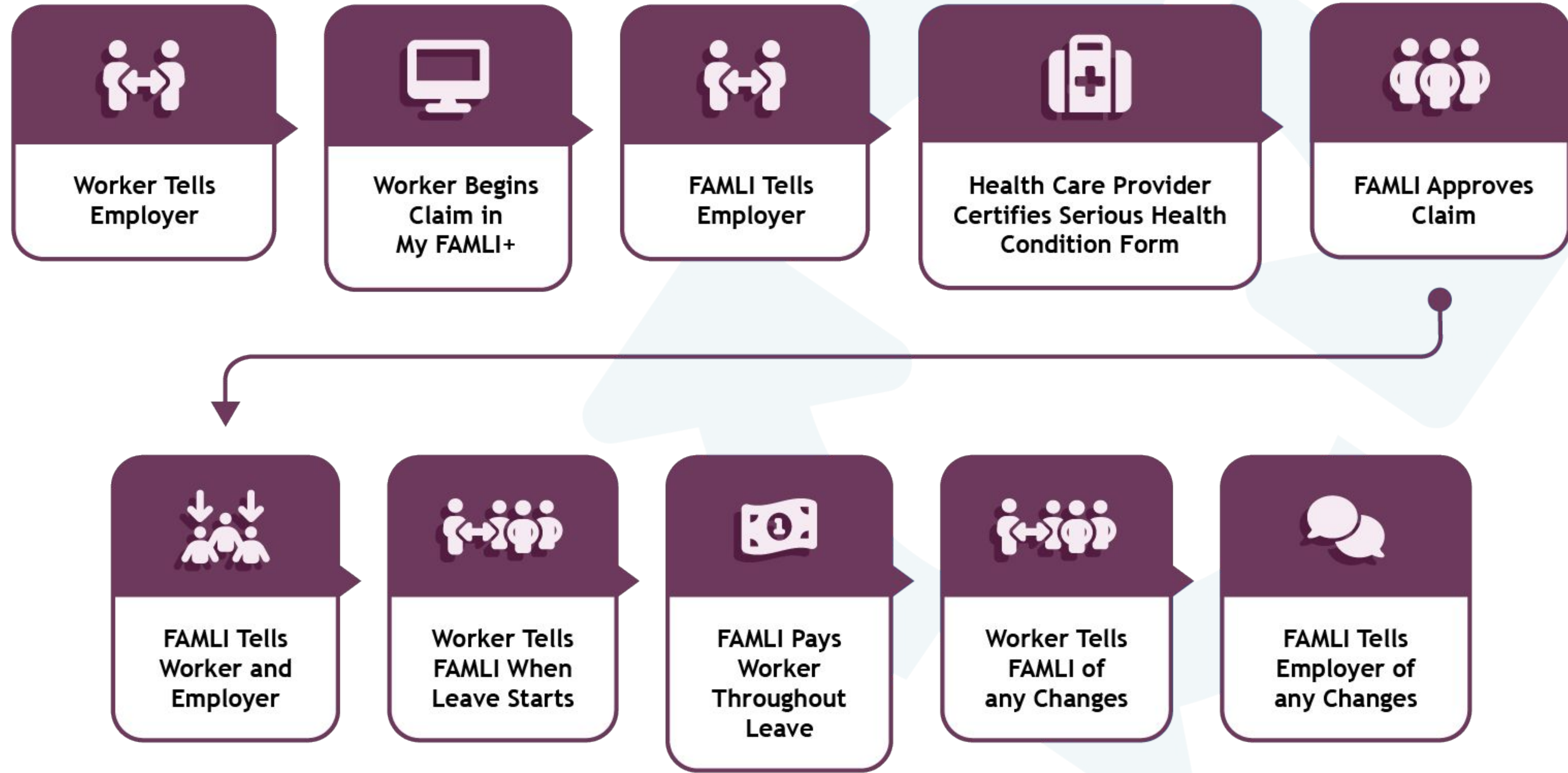


## **Don't forget the last step!**

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



# Life Cycle of a Claim



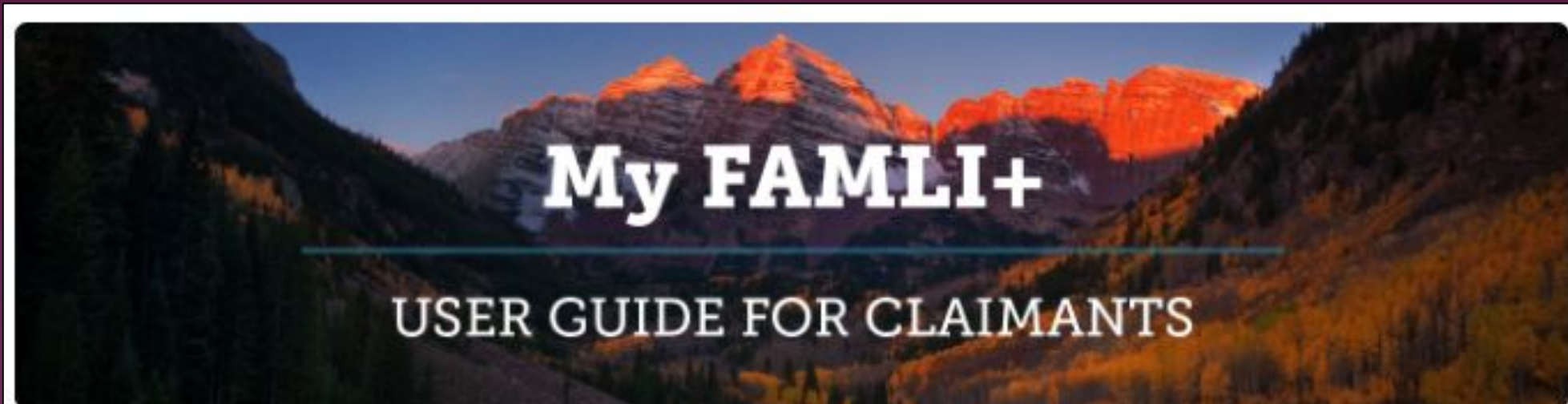


# What to expect from your FAMILI payments

- 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 leave**, you will receive a Weekly Certification Task each Sunday.







## 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

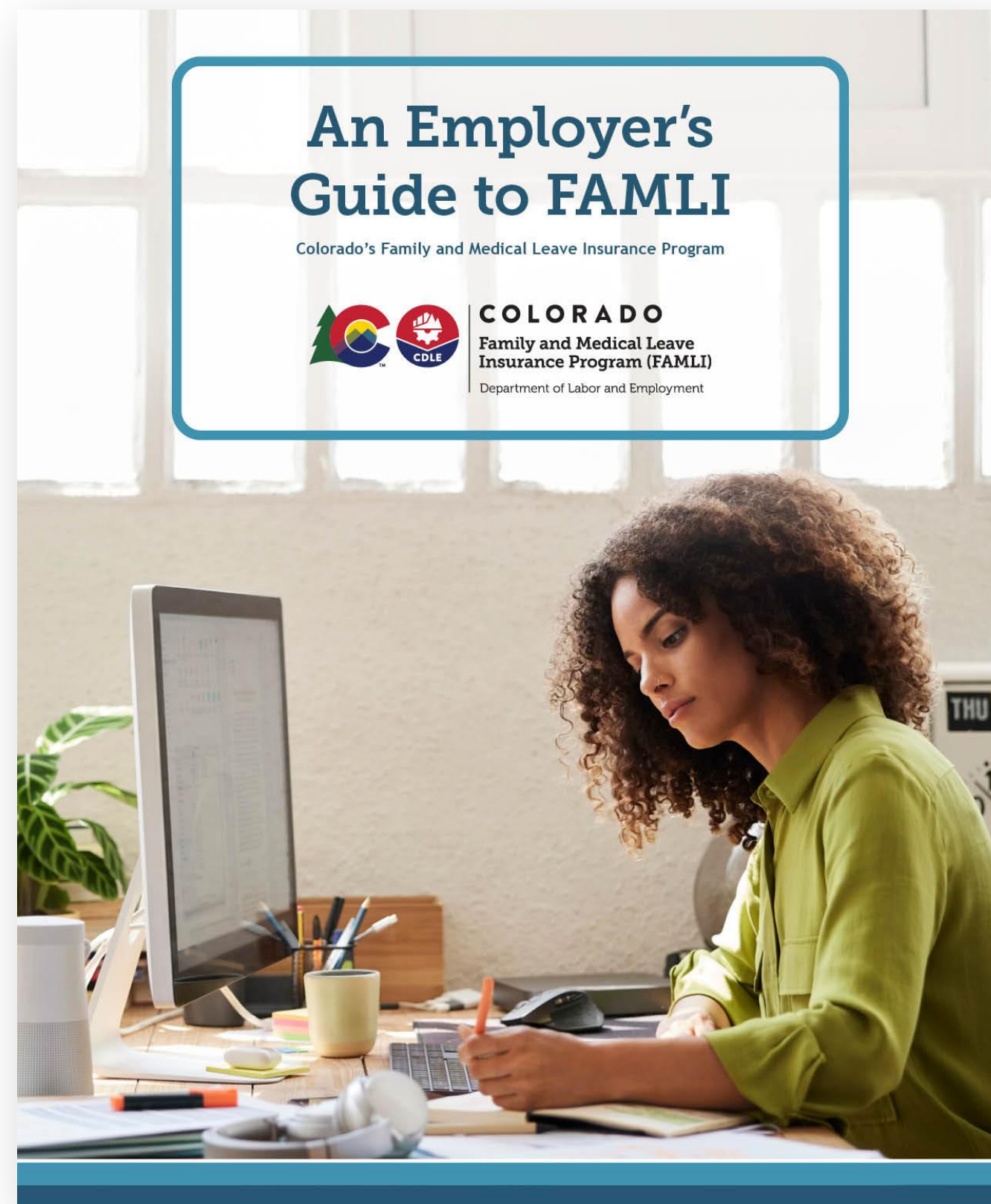
Instructions to review and submit the claim





## ADDITIONAL RESOURCES

# 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](http://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](http://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](http://famli.colorado.gov)





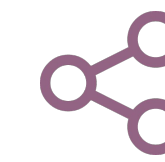
# We want to hear from you!

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



## WEBSITE

[famli.colorado.gov](https://famli.colorado.gov)



## SOCIAL MEDIA

@ColoradoFAMLI



## PHONE

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

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



# Questions?

