

COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT EMPLOYER WEBINAR SERIES

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

FAMLI.Colorado.gov



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





Agenda

- Q1 Deadline
- FAMLI Implementation Timeline
- Health Care Providers Portal
- Private Plans Update
- How FAMLI works with other benefits
- Questions

FAMLI is here!

The grace period for Q1 FAMLI wage reports and premiums ends May 31! Avoid penalties and act now!

New Features:

- Amended Wages
- Account Participation Status Updates

Tools:

- [User Guides: for Employers, for TPAs, for Local Governments](#)
- [How To Videos](#)

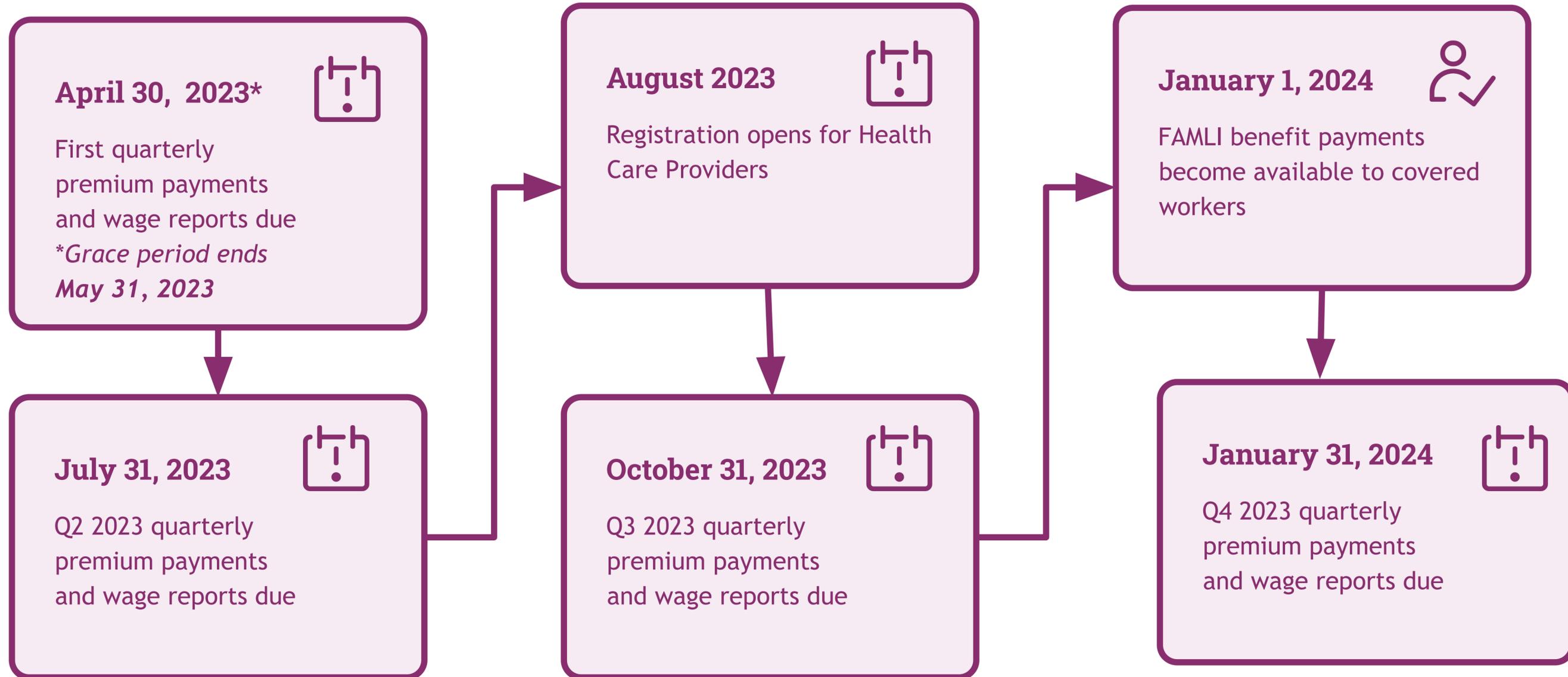
Registration is now open!

My FAMLI+ Employer is the online employer services portal Colorado businesses, third-party administrators (TPA's) and local government employers will use to manage their FAMLI accounts. My FAMLI+ Employer will operate similarly to My UI Employer, allowing employers to report wage data, remit premium payments, apply for exemption with a private plan and upload letters of declination votes. Most Colorado businesses will need to register in My FAMLI+ Employer before the first premium payments are due April 30, 2023.

The portal is now open to all Colorado employers. We invite you to create your account TODAY!



FAMLI Timeline





Calling all Health Care Providers!

FAMLI's Health Care Provider portal is coming in August

Sign up [here](#) to participate in user testing for the new portal we're designing to streamline the patient experience when submitting claims for family and medical leave benefits.

Also check out our [newsletter](#) for health care providers.

Private Plan Marketplace is here!

Use [My FAML+ Employer](#) to submit private plan applications.



Register your business with [My FAML+ Employer](#) today!

Select Language ▾

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Family and Medical Leave Insurance Program (FAML)
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Search 🔍

Individuals and Families > Employers > Health Care Providers > Proposed/Adopted Rules CDLE

Home > Employers > Private Plans

Private Plans

- Employers ▾
- My FAML+ Employer >
- Employers Webinars
- FAML Newsletters
- FAML Toolkit
- Employers FAQ
- Local Governments >

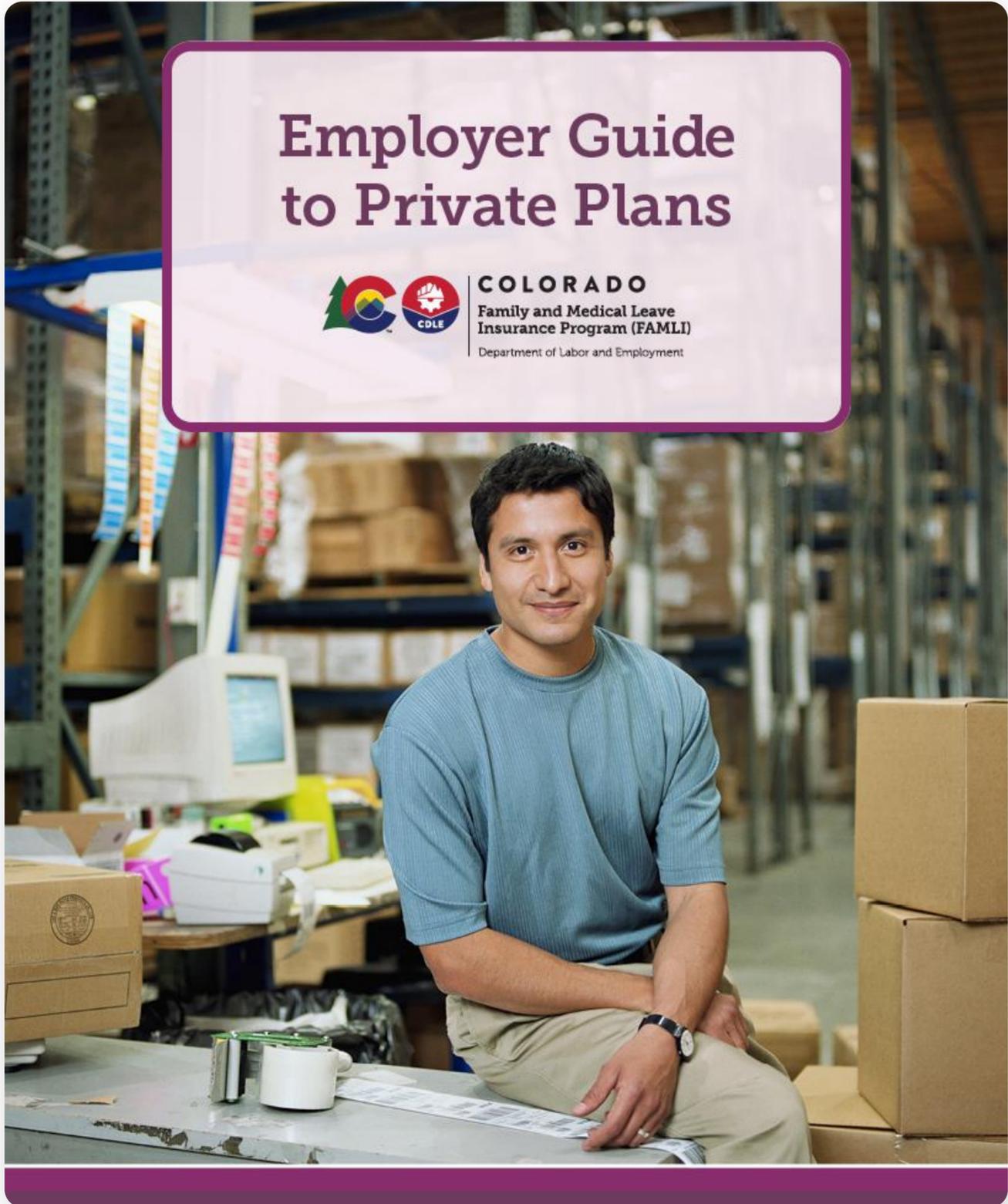
Approved Private Plans

Although the Colorado Paid Family and Medical Leave Plan (FAML) will be mandatory for all employers with one or more employees working in Colorado, there is an option to meet your FAML obligations by using an approved private plan. Employers will need to prove their private plan provides equal or greater benefits and protections than the state-run FAML plan by submitting their private plan documents to the FAML Division for approval. Read the [adopted private plan rules here](#).

Quick note: Employers planning to offer a private plan (including self-insurance models) are not exempt from paying FAML premiums until the FAML Division has reviewed and approved the private plan or self-insurance documentation in accordance with the Division's [private plan regulations](#). **All employers must register with the Division and will be required to pay premiums until they receive approval from the Division.** Employers will be able to request a refund for premiums paid in 2023, if their private plan has an effective date on or before January 1, 2024, and they submit an application for private plan approval on or before **October 31, 2023**. Employers

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Employer Guide to Private Plans



COLORADO
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PRIVATE PLANS

Private Plan Resources

Private Plan Approval

Checklists, and step-by-step instructions for submitting an application for Private Plan Approval

Application Fee information

\$500 through 2025

How to notify employees

What to tell your employees and when

How to change Private Plans and self-insurance options

Get your individual application in now to minimize premium payments that must be refunded later



State Average Weekly Wage

State Average Weekly Wage

Colorado FAMI benefit payments are expected to go up next year!

The State's average weekly wage will rise to **\$1,421.16** in July. That's an increase of more than \$70 from 2022's average weekly wage.

That will trigger a higher weekly benefit based on a sliding scale.

FAMLI & Other Leave Types

Short-term and Long-term Disability

- Employers may require that FAMLI benefits run concurrently and offset existing STD or LTD policies, with written notice.

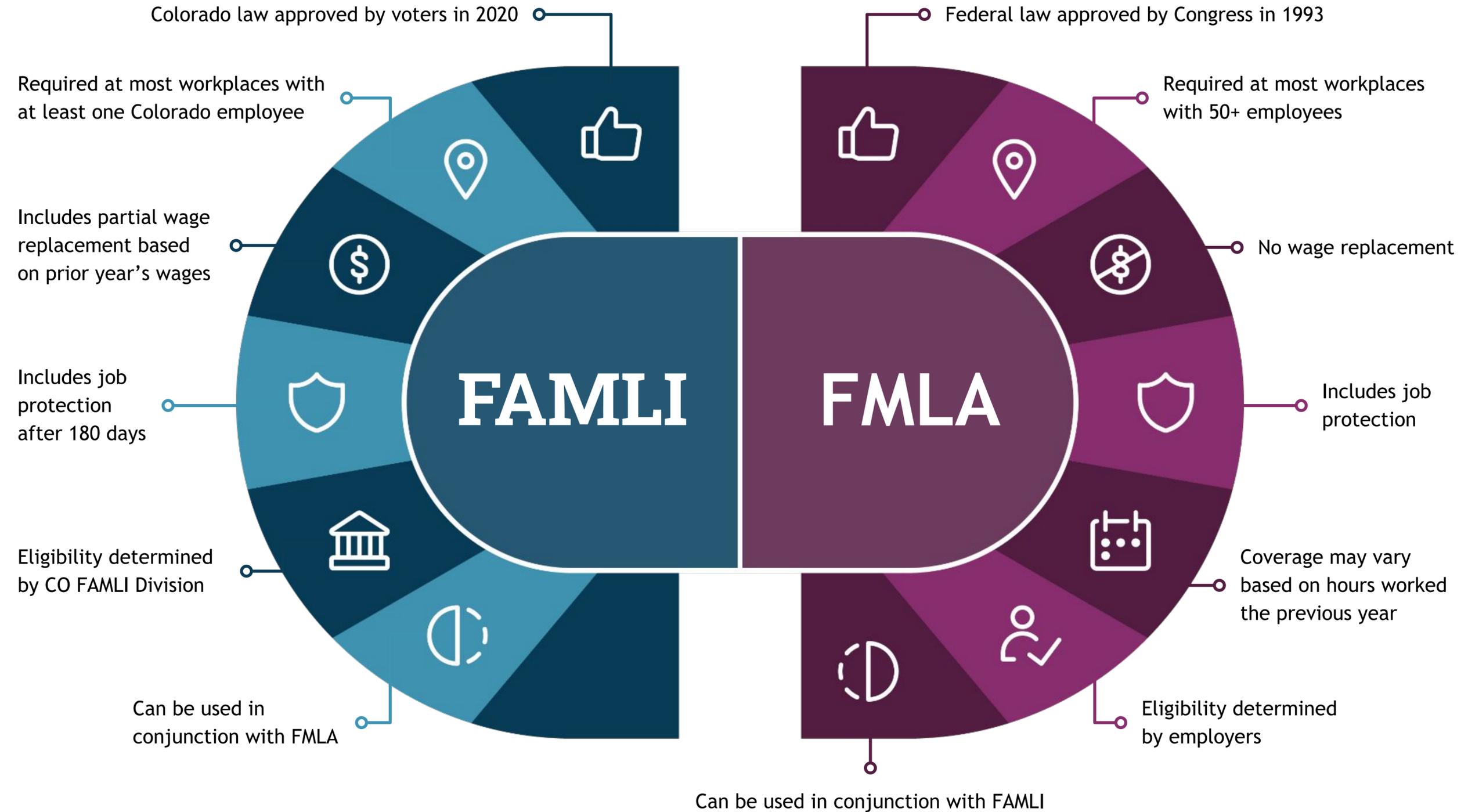


Workers' Compensation

- FAMLI benefits may not be taken with Workers' Comp benefits for the same reason for the absence.



Differences between FAMLI and FMLA





Mailing your premiums?

Mail the check and any supporting documentation to the following secure Post Office box:

Division of Family and Medical Leave Insurance

P.O. Box 5070

Denver, CO 80218-5070





CONTACT

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.

Thank You!

QUESTIONS?

