

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

[FAMLI.COLORADO.GOV](https://famli.colorado.gov)



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





Agenda

- What is FAMLI?
- FAMLI Timeline
- Self-employed workers
- Employees of local governments that opted out
- My FAMLI+ Employer
- 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.

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.



FAMLI Timeline



Oct. 31, 2023



Q3 premiums
and wage reports due

Nov-Dec 2023



My FAMLI+ launches
benefit applications

January 1, 2024



Covered workers
can begin submitting
requests for FAMLI leave

FAMLI and self-employed workers

- FAMLI coverage is optional
- No enrollment period
- Responsible only for paying the 0.45% employee share of the premium



FAMLI and employees of local governments that opted out



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- No enrollment period
- Responsible only for paying the 0.45% employee share of the premium

My FAMLII+ Employer

Find My FAMLII+ Employer on famli.colorado.gov

The screenshot shows the website header with the Colorado FAMI logo and the text "COLORADO Family and Medical Leave Insurance Program (FAMLI) Department of Labor and Employment". A search bar is in the top right. A dark blue navigation bar contains links for "Individuals and Families >", "Employers >", "Health Care Providers >", "Proposed/Adopted Rules", and "CDLE". Below this is a breadcrumb trail: "Home > Employers > My FAMLII+ Employer". The main heading is "My FAMLII+ Employer". On the left is a dropdown menu for "Employers" with options: "My FAMLII+ Employer" (selected), "Employers Webinars", "FAMLI Newsletters", "FAMLI Toolkit", "Employers FAQ", "Local Governments >", and "Third Party Administrators (TPAs)". The main content area features a large heading "Registration is now open!" followed by a paragraph: "My FAMLII+ Employer is the online employer services portal Colorado businesses, third-party administrators (TPA's) and local government employers will use to manage their FAMI accounts. My FAMLII+ 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 FAMLII+ Employer before the first premium payments are due April 30, 2023." Below this is another paragraph: "The portal is now open to all Colorado employers. We invite you to create your account TODAY!". To the right is a dark blue button with a laptop icon and the text "Log In to My FAMLII+ Employer". At the bottom are two video thumbnails: "My FAMLII+ Employer - How To Register" and "My FAMLII+ Employer - Local Governments ...".



Welcome to the My FAMILI+ Employer

Sign In

In order to safeguard your My FAMILI+ Employer account, you will need to sign in with Login.gov which provides multi-factor authentication to the login process. Multi-factor authentication simply means the use of more than one method to verify that a user is who they claim to be and adds an additional layer of security.

SIGN IN WITH LOGIN.GOV

Are you a new user? [Create an account](#)

Did you register before December 1?

Sign in using your existing credentials to transfer your account to Login.gov.

Username

Password

Log In

[Forgot password?](#)

News and Alerts

12/01/22 | 08:00 AM MST

If you are visiting My FAMILI+ Employer for the first time and need to create an account, please click "Create an Account" underneath the main "Sign in with Login.gov" button. If you created an account during an early access session, please enter your email address and password and click "Sign In." This will prompt you to link your current account with Login.gov to set up multi-factor authentication and further safeguard your account. Returning users will click the "Sign in with Login.gov" button for all subsequent times you need to sign into My FAMILI+ Employer.

12/01/22 | 08:00 AM MST

My FAMILI+ Employer allows Colorado businesses to manage their FAMILI program requirements. FAMILI benefit payments will become available to Colorado workers starting in January 2024. Workers looking to file a claim for paid leave benefits will use a separate system to apply for payments in



FAMILI Website



Premium and Benefits Calculator



Frequently Asked Questions



TAX INFO



Submit your
most recent federal tax
[transcript](#)

CHOOSE

EFFECTIVE DATE

Backdate coverage one to
five quarters



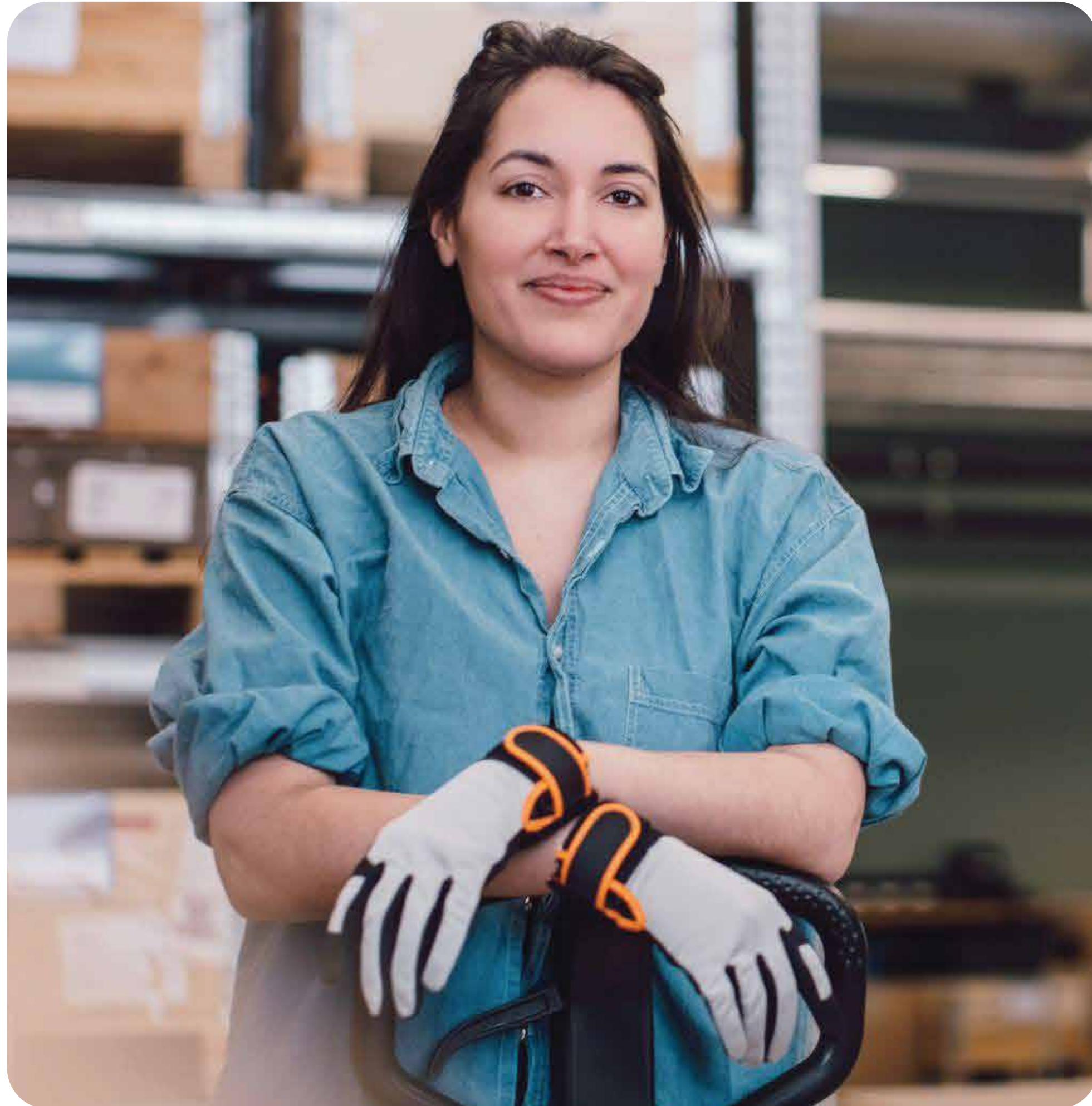


APPLY



Apply for
benefits using
My FAMLl+ Employer





PAY



Quarterly

premiums for at least
three years

People are asking:



**What about workers
who opt in but change
jobs before the
three-year obligation is
fulfilled?**



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



EMAIL

cdle_famli_info@state.co.us



SOCIAL MEDIA

[@ColoradoFAMLI](https://twitter.com/ColoradoFAMLI)



PHONE

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

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

Thank You!

QUESTIONS?

