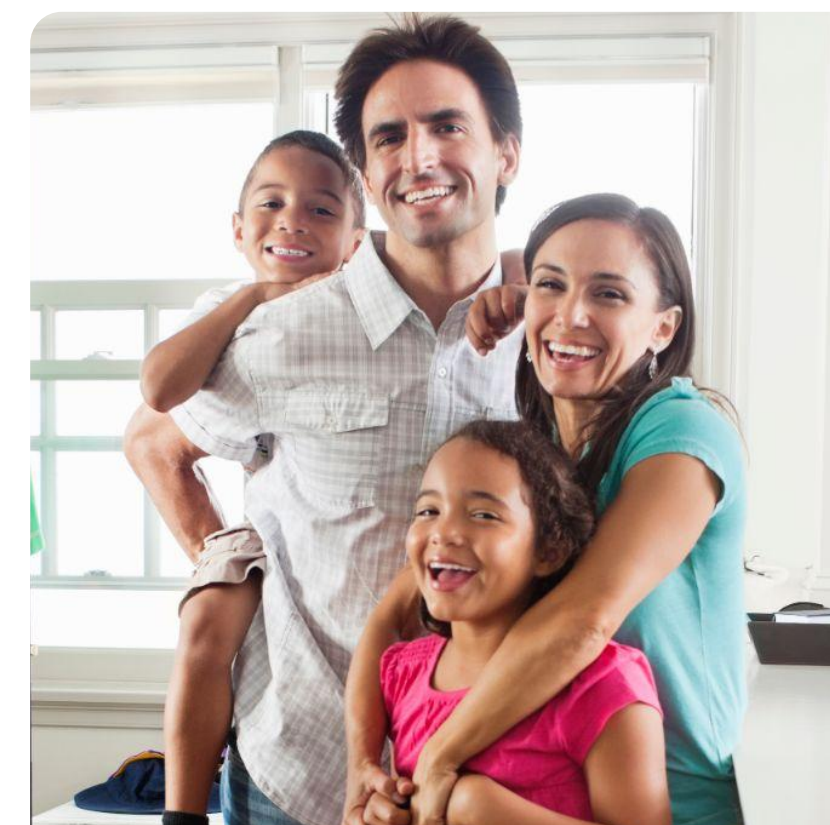


QUESTIONS?

DIAL: 833-305-1729

PRESS * 3



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

FAMLI.Colorado.gov



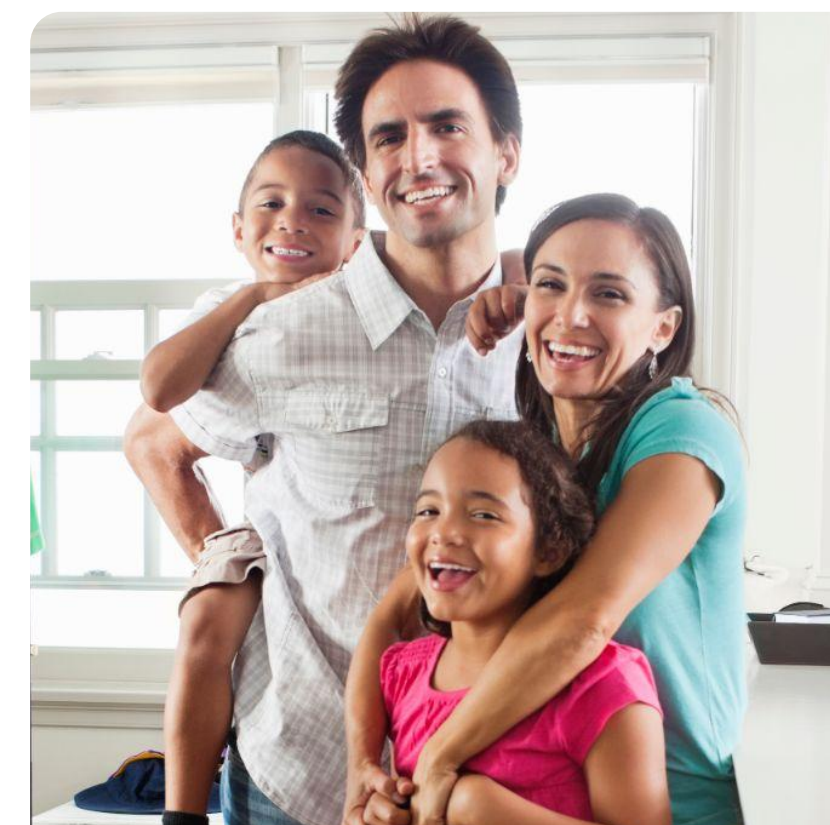
COLORADO
Family and Medical Leave
Insurance Program (FAMLI)
Department of Labor and Employment



QUESTIONS?

DIAL: 833-305-1729

PRESS * 3





Agenda

- What is FAMLl
- Upcoming Deadline
- My FAMLl+ Employer
- Timeline
- Private Plans
- Tools for TPAs
- Health Care Providers
- Public Hearing
- Questions

What is FAMLI?

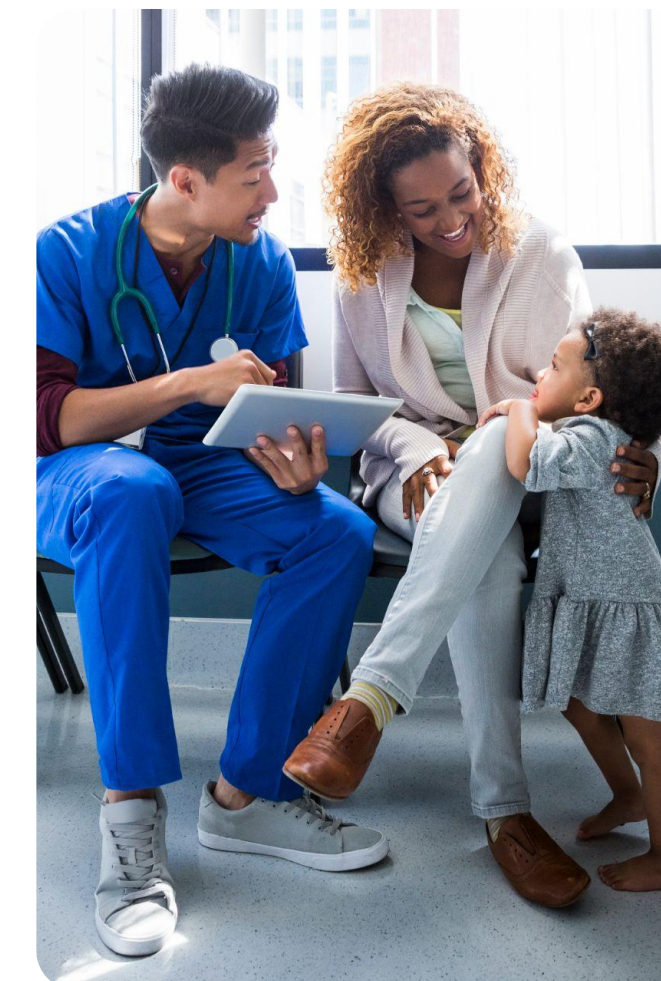
Colorado's Family and Medical Leave Insurance (FAMLI) program will ensure Colorado workers have access to paid leave during certain life events.

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%.

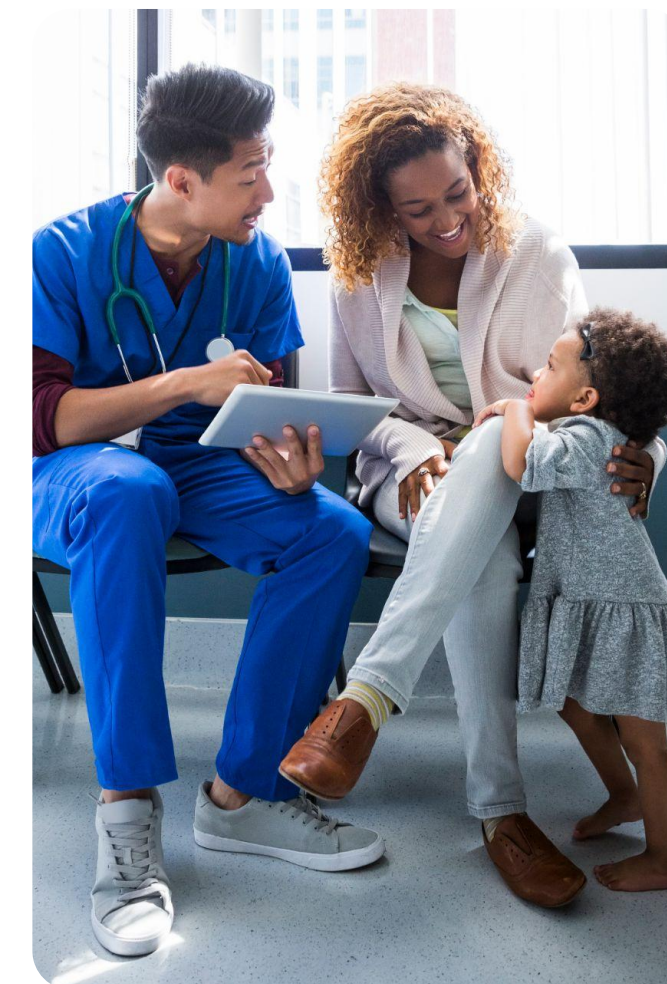


It's go time!

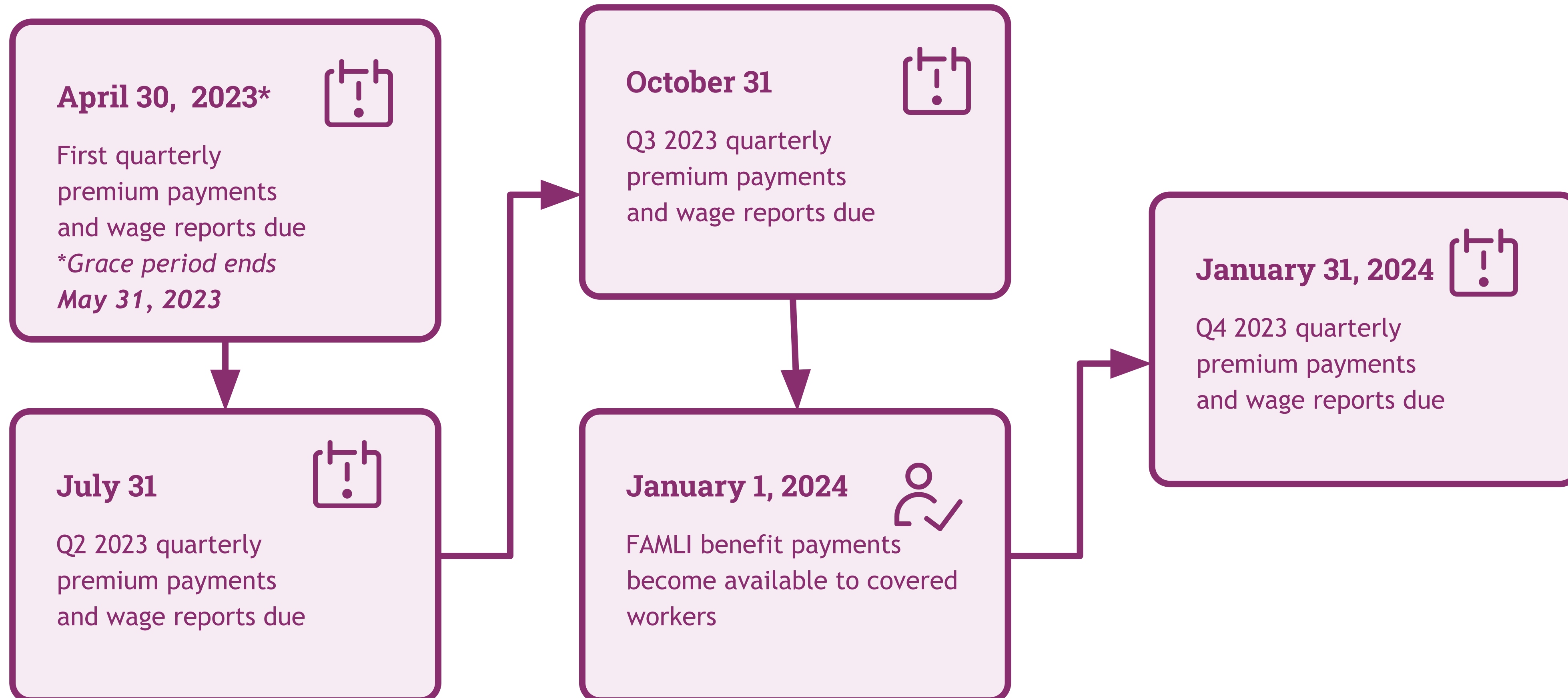
Employers with even a single Colorado employee need to register and submit wage reports and premiums for Q1 of 2023 by **April 30**.

Even businesses too small to owe the employer portion **must register and submit the 0.45% of wages owed by their employees.**

*(The FAMILI Division has extended a grace period until **May 31** to help Colorado employers adapt to the new system. This is reflected in My FAMILI+ Employer.)*



FAMLI Timeline



My FAMLI+ Employer

Find My FAMLI+ Employer on famli.colorado.gov

Tools:

- Step-by-step instructions
- How-to videos
- Quick Reference Guides

The screenshot shows the website header with the Colorado FAMLI logo and the text "COLORADO Family and Medical Leave Insurance Program (FAMLI) Department of Labor and Employment". A search bar is located in the top right corner. A dark blue navigation bar contains the following links: "Individuals and Families >", "Employers >", "Health Care Providers >", "Proposed/Adopted Rules", and "CDLE". Below the navigation bar, a breadcrumb trail reads "Home > Employers > My FAMLI+ Employer". The main heading is "My FAMLI+ Employer". On the left, a dropdown menu titled "Employers" is open, showing options: "My FAMLI+ Employer" (highlighted), "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 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." 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 of the text is a dark blue button with a laptop icon and the text "Log In to My FAMLI+ Employer". At the bottom, there are two video thumbnails. The first is titled "My FAMLI+ Employer - How To Register" and the second is titled "My FAMLI+ Employer - Local Governments ...". Both thumbnails have a red play button icon and the text "My FAMLI+ Employer" overlaid on a scenic mountain background.

Private Plans: Pending Carriers

Standard Insurance Company

Life Insurance Company of North America

Unum Insurance Company

ShelterPoint Life Insurance Company

United of Omaha Life Insurance Company

The Guardian Life Insurance Company of America

The Lincoln National Life Insurance Company

Lincoln Life & Annuity Company of New York

Reliance Standard Life Insurance Company

American Fidelity Assurance Company

Metropolitan Life Insurance Company

Sun Life Assurance Company of Canada

Principal Life Insurance Company

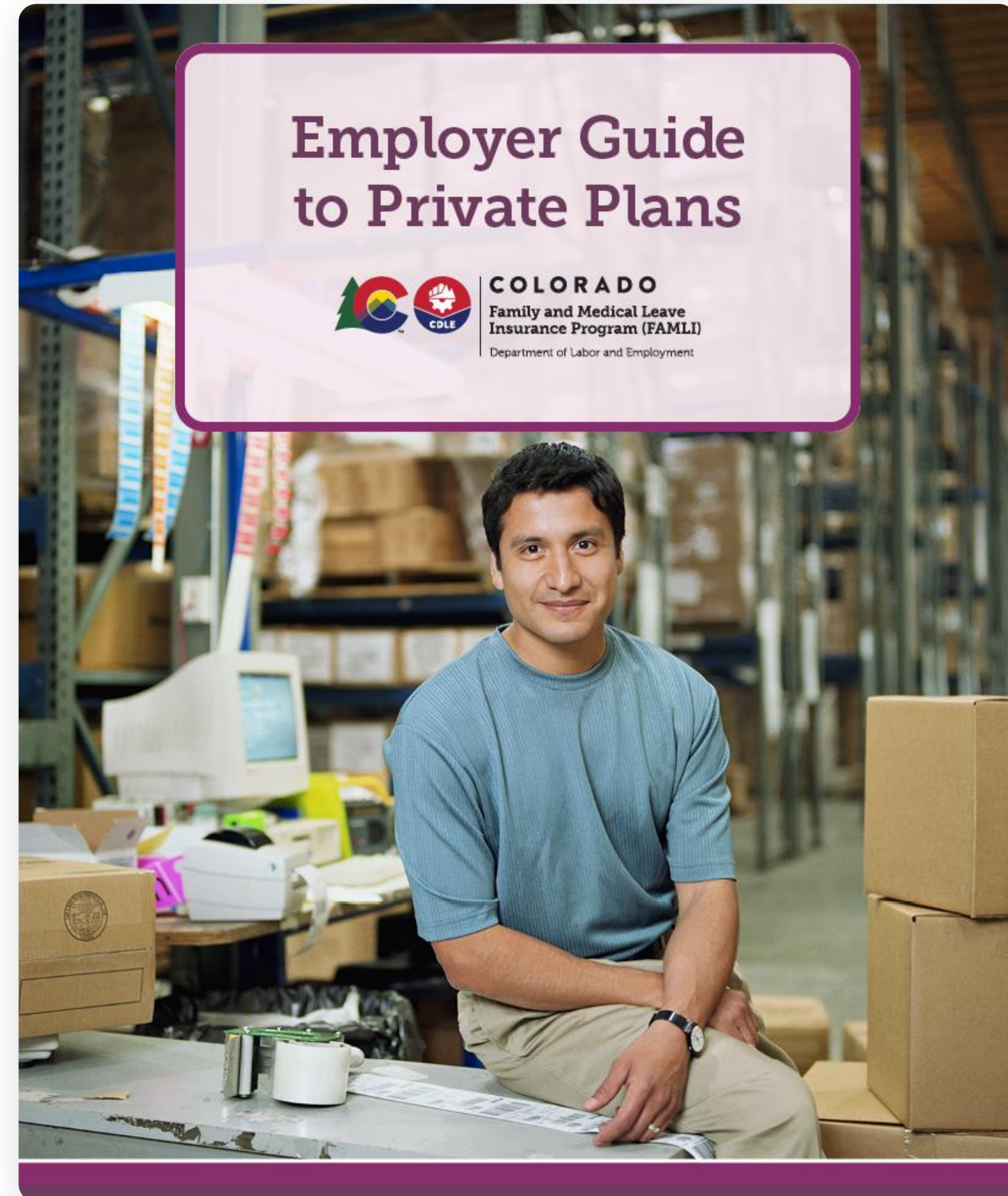
Prudential Insurance Company of America

Arch Insurance Company

Employer Guide to Private Plans



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





Hey third party administrators...



Include your clients' email addresses in your bulk registration file.

[Tools for TPAs](#)



COMING SOON!

Registration for Health Care Providers

- Provide an elevated patient experience
- Reduce paperwork
- [Subscribe here](#) to get updates related to our health care provider portal as soon as they are available.



NEW!

The FAML I Division filed the following proposed [rules](#) with the Secretary of State and the Department of Regulatory Agencies (DORA) on April 14, 2023:

- Regulations Concerning Program Integrity (7 CCR 1107-6)
- Coordination of Benefits and Reimbursement of Advanced Payments (7 CCR 1107-4)
- Investigations, Determinations, and Appeals (7 CCR 1107-8)
- Job Protection, Anti-retaliation, and Anti-interference (7 CCR 1107-7)

The proposed rules are also published [here on our website](#)

PUBLIC HEARING

May 15 | 5 p.m.

[Register here](#)

Get all the latest updates by subscribing to our newsletter!

Get monthly FAML I news delivered to your inbox: [sign up here.](#)





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.



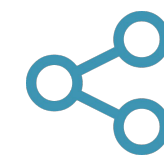
WEBSITE

FAML I.Colorado.gov



EMAIL

cdle_famli_info@state.co.us



SOCIAL MEDIA

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



PHONE

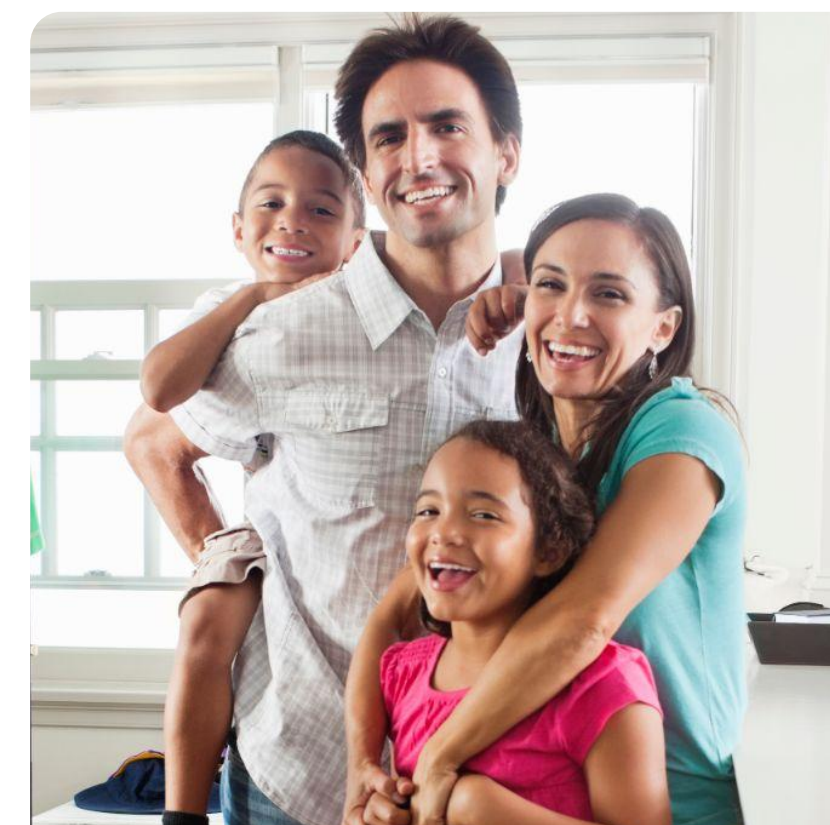
1-866-CO-FAML I
(1-866-263-2654)

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

QUESTIONS?

DIAL: 833-305-1729

PRESS * 3



Counting Your Employees for FAMLI



All employees who work **20 or more weeks** during the previous calendar year, even if they only work one day a week, need to be counted towards the employer's total headcount.

Any employee who works **fewer than 20 weeks** during the previous calendar year will not count as an employee when determining the employer's total headcount.

Counting Your Remote Employees for FAMLI



Who counts toward the company's total number of employees if some employees work outside of Colorado?

If the total number of employees, including those working outside Colorado is 10 or greater, the employer is responsible for sending the full 0.9% premium (0.45% from employees and 0.45% from the employer) along with wage reports for its Colorado employees to the Division once a quarter.

- ⇒ Total remote employees outside Colorado - 9
- ⇒ Colorado employees - 3
- ⇒ Employer is required to pay and remit the full 0.9% premium for its 3 Colorado employees.

Counting Nationwide Employees for FAMLI

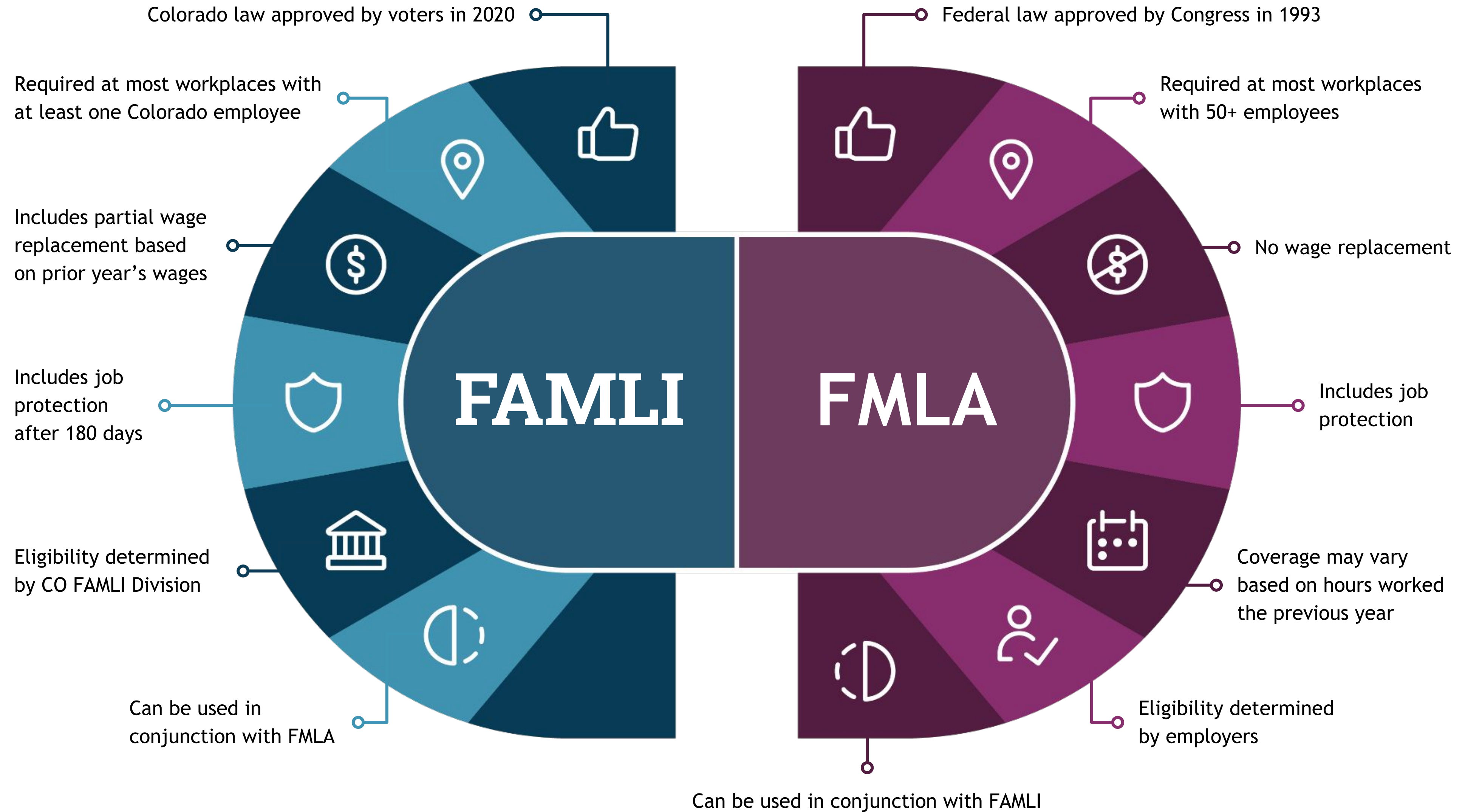


Who counts toward the company's total number of employees if the employer is based outside of Colorado?

If the total number of employees working for the company nationwide is 10 or greater, the employer is responsible for sending the full 0.9% premium (0.45% from employees and 0.45% from the employer) along with wage reports for its Colorado employees to the Division once a quarter.

- ⇒ Total nationwide employees - 15+
- ⇒ Colorado employees - 8
- ⇒ Employer is required to pay and remit the full 0.9% premium for its 8 Colorado employees.

Differences between FAMLI and FMLA



How much does FAMLI pay?

Weekly Wage	Weekly Deduction	Weekly benefit	Maximum annual benefit	Percent of weekly wage
\$500	-\$2.25	\$450	\$5,400	90%
\$1,500	-\$6.75	\$1,020	\$12,240	68%
\$2,000	-\$9.00	\$1,100	\$13,200	55%
\$2,500	-\$11.25	\$1,100	\$13,200	44%
\$3,000	-\$13.50	\$1,100	\$13,200	37%

The Small Business Guide to FAMLI



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



NEW! Small Business Guide to FAMLI

Details about:

- FAMLI and business structure, including details on S-corps and C-corps
- Counting your employees
- FAMLI and taxes
- How FAMLI works with FMLA

ADDITIONAL RESOURCES

The FAMLI Toolkit

