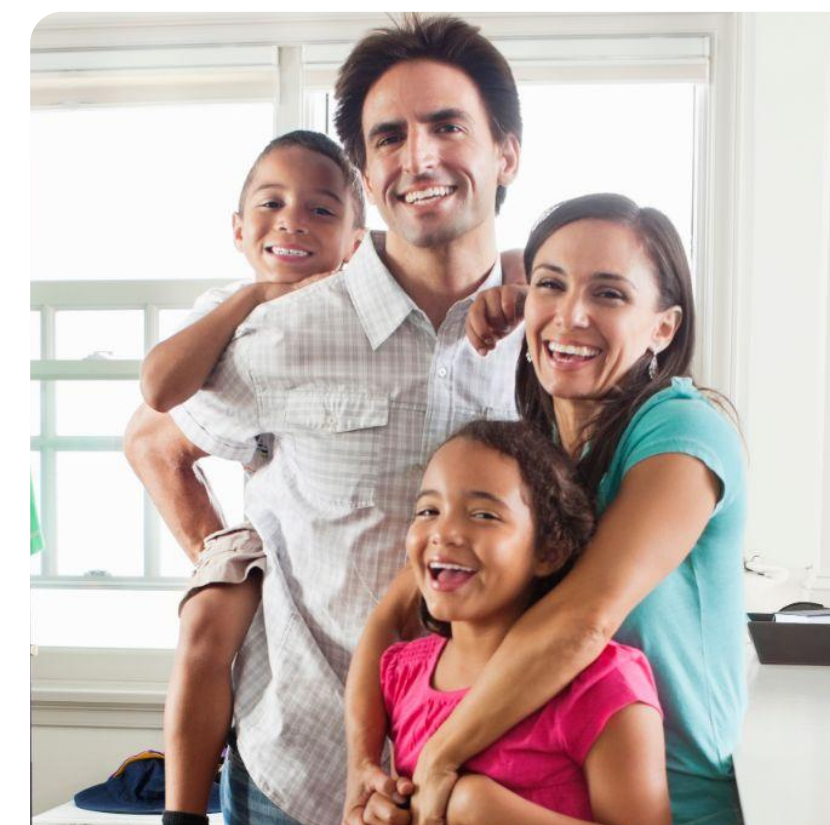


QUESTIONS?

DIAL: 833-305-1729

PRESS * 3



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

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

December 6, 2023



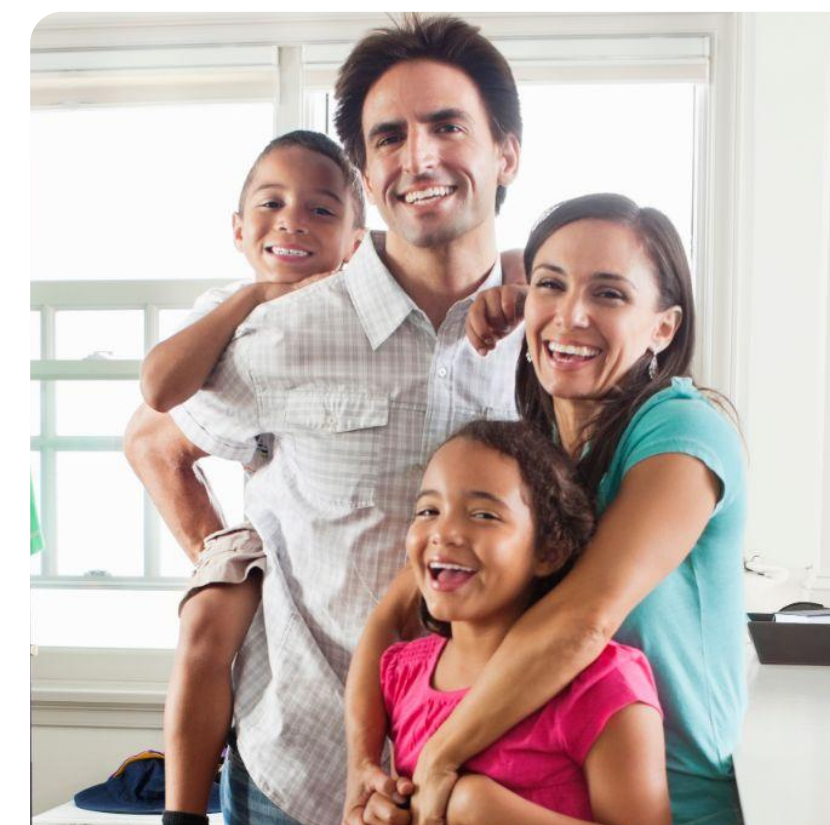
COLORADO
Family and Medical Leave
Insurance Program (FAMLI)
Department of Labor and Employment



QUESTIONS?

DIAL: 833-305-1729

PRESS * 3





Agenda

- What is FAMLI?
- Qualifying for FAMLI leave
- Self-employed workers
- A preview of the My FAMLI+ portal
- What happens after FAMLI leave?
- Questions

What is FAMLI?

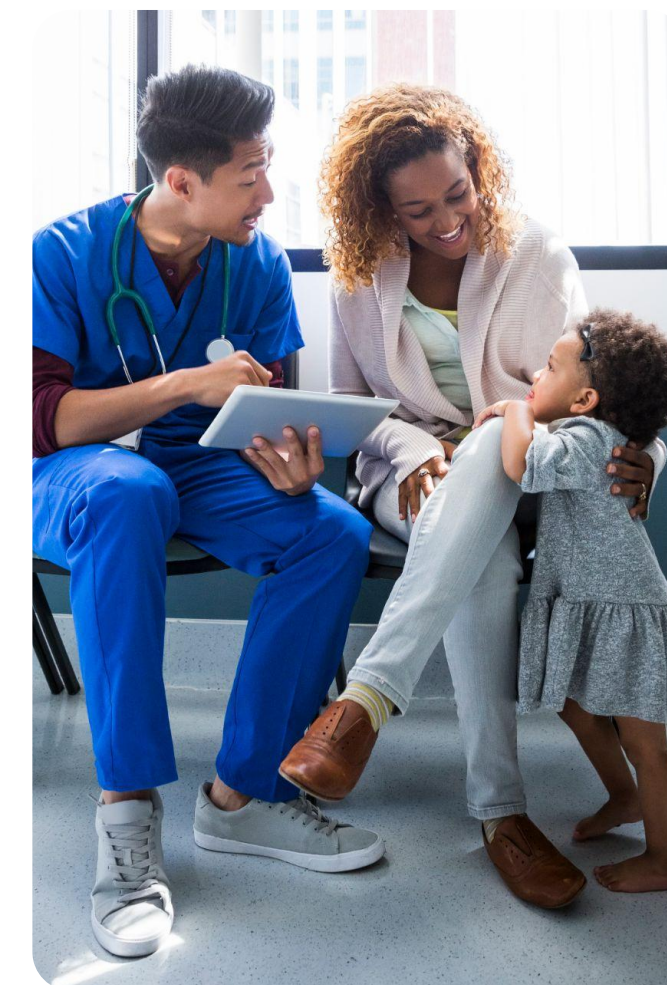
Colorado's Family and Medical Leave Insurance (FAMLI) program will ensure Colorado workers have access to paid leave during certain life events.

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.





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?

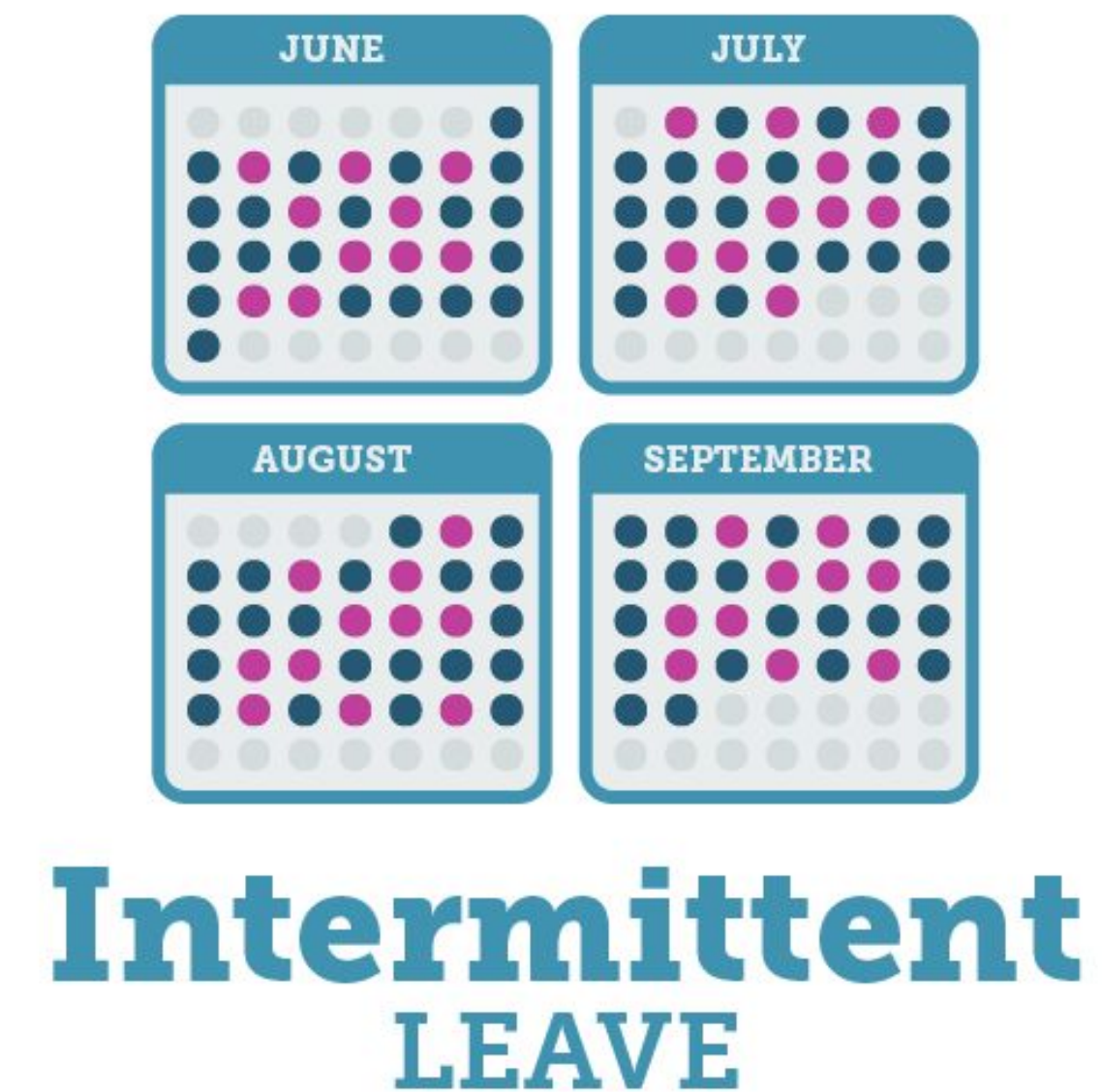
Weekly Wage	Weekly Deduction	Weekly benefit	Maximum annual benefit	Percent of weekly wage
\$500	-\$2.25	\$450	\$5,400	90%
\$1,500	-\$6.75	\$1,020	\$12,240	68%
\$2,000	-\$9.00	\$1,100	\$13,200	55%
\$2,500	-\$11.25	\$1,100	\$13,200	44%
\$3,000	-\$13.50	\$1,100	\$13,200	37%

Eligible workers can take time off:

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



Reduced WORK SCHEDULE



FAMLI and self-employed workers

- Register in [My FAMLI+ Employer](#) as a self-employed worker
- Get instructions for filing quarterly wage reports and premiums
- You can file a claim once you have one calendar quarter of coverage. You can elect retroactive coverage.
- Commit to participating in the program for three years.





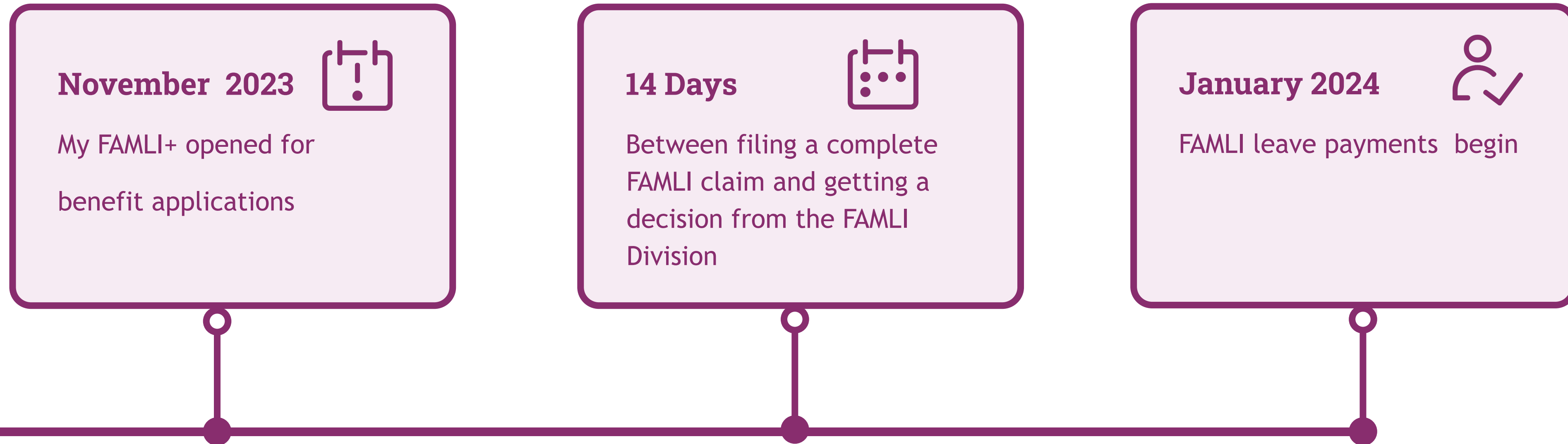
Private Plan?

- Don't apply through the FAMLI portal!
- Ask your HR department or employer about applying for paid family leave directly with your private plan administrator

Opted-out local government?

- Ask your employer about employer-provided paid family leave options
- You can still voluntarily participate in FAMLI
- Check out our [Fact Sheet](#) for employees of Local Governments that opted out

FAMLI Timeline





“If the need for leave is foreseeable, a claimant must consult with the employer and make a reasonable effort to schedule leave so as not to unduly disrupt the employer’s operations ...”

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

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](#).

Work doesn't come first, you do.

FAMLI Health Care Providers

Health care providers and staff are licensed, certified, or registered medical professionals under Federal or Colorado law.

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.

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

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 ^

<p>Things to know</p> <ul style="list-style-type: none"> 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. 	<p>Documents needed</p> <p>Documents that show proof of birth, adoption, foster care placement, etc. depending on your need for taking bonding leave.</p>
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Safe Leave (Domestic Violence) ▼

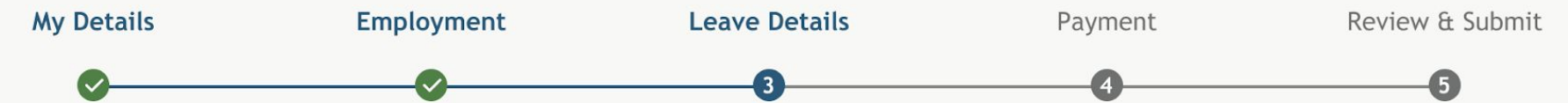
Military Family Members (Exigency) Leave ▼

Medical and Care Leave ▼

Cancel
Next

Glossary

- | | | | | |
|---|---|---|---|--|
| <p> Info</p> <p>"i" icons contain helpful information that you can view by selecting the icon.</p> | <p> Link</p> <p>Text with this style are hyperlinks. If you select the hyperlinked text, a new page will open.</p> | <p> Trash</p> <p>The trash can icon allows you to remove information next to the icon.</p> | <p> Field name*</p> <p>Any "field name" with a red asterisk means the information you're asked to enter is required.</p> | <p> Save & Exit</p> <p>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.</p> |
|---|---|---|---|--|



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

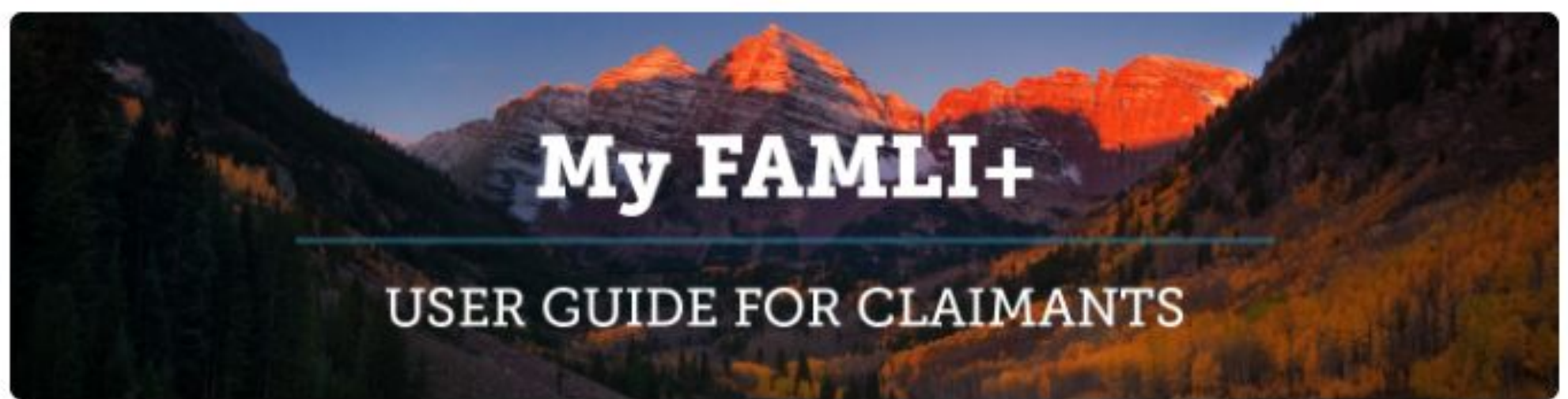
Claim Nickname

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



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



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.





What happens after FAMILI leave?

You can take FAMILI anytime

You don't need a baseline of employment before taking FAMILI leave.

Employers can still restructure or lay off employees

An employee is not protected from a layoff because they are taking FAMILI leave.

After 180 days of employment

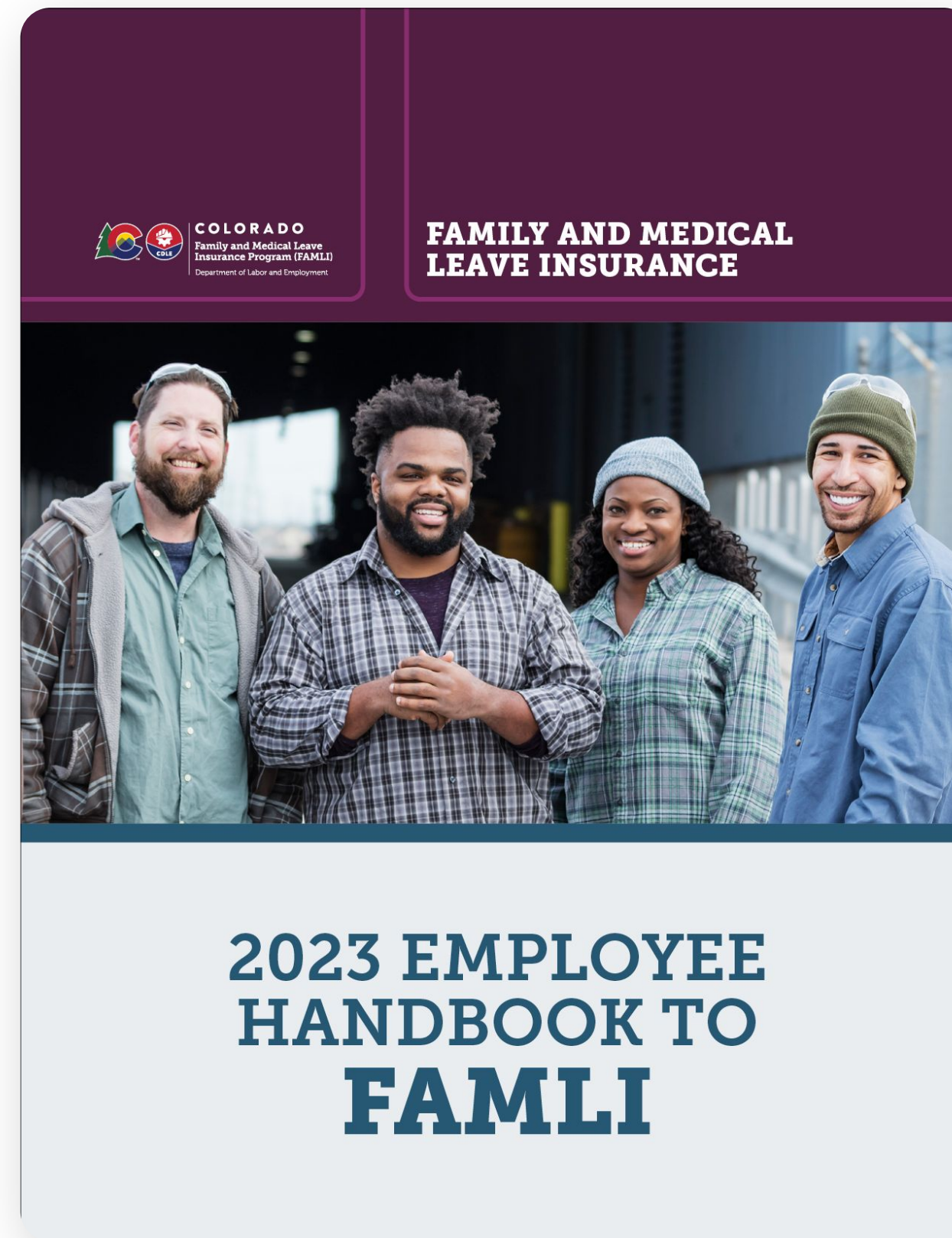
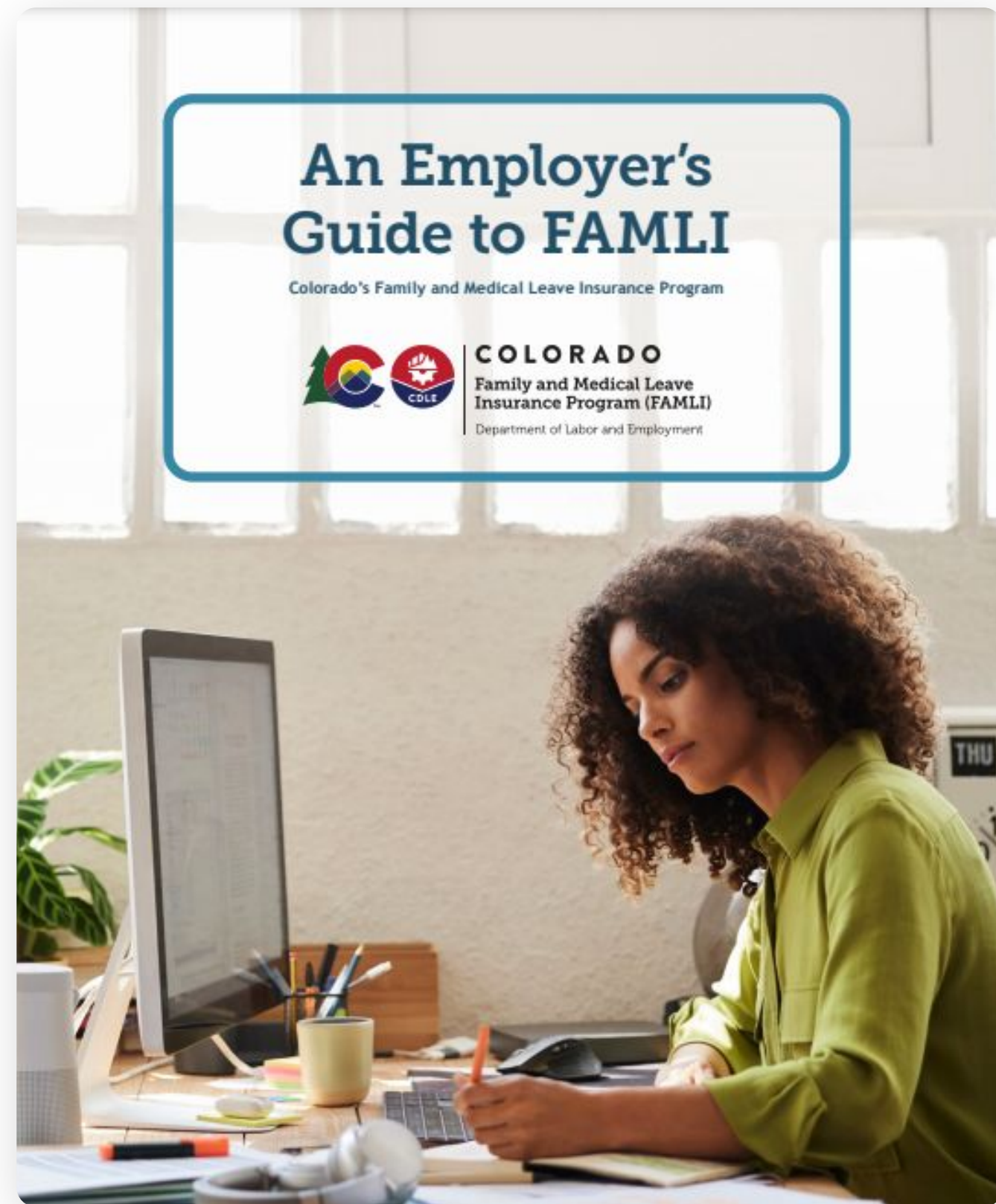
Your job is protected - you can't be fired or demoted for taking FAMILI leave.

Seasonal jobs

Can still end as scheduled, regardless of when FAMILI leave expires.

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.

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 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.

QUESTIONS?

DIAL: 833-305-1729

PRESS * 3

