

Get Ready for FAMLI

Colorado voters approved the Family Medical Leave Insurance Program (FAMLI) in 2020. It will go into effect in January 2023. Now's the time to prepare your business.

How FAMLI Works

When major life events pull employees away from work, the FAMLI Program will continue to give them an income for up to 12 weeks. During that time, employers save the money they'd otherwise pay in wages.

Preparing Your Business

The employer and employee contributions may vary by size and type of business. Do you know the requirements for your business?

Business Requirements

Not all businesses have the same participation requirements for the FAMLI Program. Businesses with nine or fewer employees don't have to pay the employer's share of the premium, and Local Government employers can vote to opt out of the program. Businesses can also apply to use their own private plan that offers the same or greater benefits as the FAMLI plan.

| Employer Type | Employer Premium | Employee Premium | No Premium |
|---|------------------|------------------|------------|
| 9 or fewer employees | | ✓ | |
| 10 or more employees | ✓ | ✓ | |
| Voluntarily Participating Self-Employed | | ✓ | |
| Voluntarily Participating Local Government Employee | | ✓ | |
| Local Government Employer who has Voted to Opt Out | | | ✓ |
| Nonparticipating Self-Employed | | | ✓ |
| Employer with Approved Private Plan | | | ✓ |

Visit FAMLI.colorado.gov to find out your requirements for FAMLI.



Key Dates for Employers

Follow this timeline to stay on top of FAMLI program requirements:

By January 1 2023

- » Talk to your payroll and benefits administrator, or benefits software provider about compliance
- » Educate your employees about the FAMLI Program
- » Post the required legal employee notification available to download on FAMLI.colorado.gov

January 1 2023

- » Payroll deductions begin
- » Register your business at FAMLI.colorado.gov

April 30 2023

- » First premium payment and wage report is due to FAMLI Division
- » A 30-day grace period will be offered before the first premium payments and wage reports are considered late

January 1 2024

- » Workers can access FAMLI benefits

The FAMLI website has employer toolkits, FAQ's and more resources to answer your questions about the program to help you get started.



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