



Colorado's paid family and medical leave insurance (FAMLI) program will ensure most Colorado workers have access to paid leave during certain life circumstances and they won't have to choose between earning a paycheck and taking care of themselves or their families when life events happen.

How does it work?

Beginning on January 1, 2024, nearly every Colorado worker who earns at least \$2,500 in yearly wages within the state will be eligible to take **paid family and medical leave** during covered circumstances:

- » To care for a new child, including adopted and fostered children
- » To care for themselves, if they have a serious health condition
- » To care for a family member with a serious health condition
- » To make arrangements for a family member's military deployment
- » To address the immediate safety needs and impact of domestic violence and/or sexual assault.

Depending on your income, when using paid leave, you will receive up to 90% of your normal weekly wages. Benefits are capped at \$1,100 per week.

Most workers are eligible to receive up to 12 weeks of paid family and medical leave.

Those who experience pregnancy or childbirth complications may receive an additional four weeks.

FAMLI & Local Governments

If your local government employer has decided to opt-out of FAMLI, you can opt-in to the program as an individual: As a Colorado worker, you have the right to opt into FAMLI benefits. You can either self-elect coverage and submit your employee premium along with your wage data every quarter directly to the FAMLI Division by creating an account at famli.colorado.gov, or your local government employer may assist you. No action is required until you can self-elect coverage when FAMLI benefits become available in 2024. If you create your own account, you will need the FEIN # of your employer. Please reach out to your HR representative for assistance and to review your options. You can learn more about the FAMLI program by contacting the Division at CDLE_FAMLI_info@state.co.us or by visiting the website at famli.colorado.gov.

Employees of local governments who have opted out do not need to take any action to self-elect FAMLI coverage until benefits become available in 2024.



COLORADO

Family and Medical Leave Insurance Program (FAMLI)

Department of Labor and Employment

This poster is a summary and cannot be relied on as complete labor law information. For more information, or to estimate your premiums or benefits, please visit famli.colorado.gov.