

Paid Family and Medical Leave in Colorado

COLORADO'S FAMILI PROGRAM

In November 2020, Colorado became the first state in the nation to create a state-run Paid Family and Medical Leave Insurance (FAMLI) program through the ballot. In 2024, most Colorado employees will become eligible to take paid leave after they've earned at least \$2,500 in wages within the State, within a period of a year.



The Paid Family and Medical Leave Insurance Act, or "FAMLI," will ensure nearly all CO workers have access to up to 12 weeks of paid leave benefits for reasons such as:



Bonding with and caring for a child during the first year after birth, adoption, or foster placement

*People with pregnancy or birth complications may be eligible to take an additional 4 weeks of leave.



When a family member is on active military duty or called to duty



Taking care of themselves or a family member dealing with a serious health condition



Safe leave for individuals who are victims or family members of victims of domestic violence, stalking, and sexual assault or abuse



HOW DOES IT WORK?

Colorado's new FAMLI program uses a social insurance model; this means that in most cases, Colorado workers and their employers both pay into the system to access paid leave benefits at a lower cost than would be possible in the absence of a statewide program.



HOW MUCH OF MY WAGES WILL I RECEIVE WHILE ON LEAVE?

Covered workers will receive a percentage of their wages set on a sliding scale (up to 90%), with low-wage workers receiving the highest percentage.



NOV. 3RD, 2020

Colorado voters passed Prop 118, creating a statewide Paid Family and Medical Leave Insurance Program



JAN. 1ST, 2023

Premiums begin. Most workers will see a paycheck deduction of 0.45% on their paystubs.



JAN. 1ST, 2024

Benefits become available. Covered workers can submit claims for FAMLI benefits to the FAMLI Division, and access job-protected paid time off for qualifying needs

FAMILI TIMELINE

WHAT DOES THE "PREMIUM" LOOK LIKE?



Most Colorado workers will see a FAMLI wage deduction of .45% on their paystubs, but some employers may choose to cover their employees' portion of premiums as an added benefit.

FOR MORE INFORMATION, PLEASE SEE THE FAMILI PREMIUM AND BENEFITS CALCULATOR
<https://co.accessgov.com/famli/Forms/Page/famli/familcalculator/0>

HOURLY WAGE	WEEKLY CONTRIBUTION	ANNUAL CONTRIBUTION
\$13.65	\$2.46	\$123.00
\$15.00	\$2.70	\$135.00
\$25.00	\$4.50	\$225.00

*based on 40 hours a week, 50 weeks per year

