

## Colorado's Paid Family and Medical Leave Insurance (FAMLI) Program Premium and Benefits Timeline

Passed by Colorado voters in 2020, the FAMLI Act is a new state law that will soon provide most workers in Colorado with up to 12 weeks\* of job-protected paid leave from work for qualifying family, medical, safe time, and military purposes. The FAMLI Act also protects workers from retaliation for applying for or taking paid family and medical leave.

### January 1, 2023

- Premium collection begins for covered employers and workers in Colorado. Many workers in Colorado will begin to see premium payments deducted from their paychecks. These payments will be used to fund the FAMLI program. *Covered workers will not be eligible to take FAMLI leave and receive benefits until 2024.*

### Fall 2023

- While, by default, covered workers are covered through the State program, workers may hear more from their employer about whether their employer is applying for approval to meet their FAMLI obligations with the use of a private plan. Workers covered under an approved private plan must have all of the same rights and protections as those under the State program.

### ~December 2023

- The FAMLI Division of the Colorado Department of Labor and Employment (CDLE) has indicated that they will open the FAMLI claim application process around December 2023. This is important for any worker who anticipates having a qualifying need for FAMLI leave on January 1, 2024. Workers can expect more information and updates from the Division in late 2023 about how to file a claim.
- CDLE has also stated that parents who have welcomed a new child in 2023, whether by birth, adoption, or foster care, will be eligible to apply for FAMLI bonding leave starting January 1, 2024. A Better Balance will update our FAMLI resources with more specific information on this point as we receive it.
- Self-employed individuals who anticipate an upcoming need for FAMLI leave may wish to prepare to opt into the program by registering with the FAMLI Division.

### January 1, 2024

- FAMLI benefit payments begin and covered Colorado workers are able to take leave and enjoy the full protections and benefits of the FAMLI Act.

**\*Find out more about your rights to FAMLI [here](#), and more about the FAMLI Act and FAMLI Division [here](#).**