

# PAID FAMILY & MEDICAL LEAVE IN COLORADO



## COLORADO'S FAMLI PROGRAM

FAMLI is a state-run Paid Family and Medical Leave Insurance program. You are eligible to take paid leave as a Colorado employee if you've earned at least \$2,500 in wages within the state in the last 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:**



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



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

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



Taking care of yourself 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 lower-paid workers receiving the highest percentage.

## AM I ELIGIBLE?

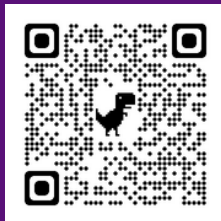
DO YOU WORK AND PAY TAXES IN COLORADO?

YES!

YES YOU ARE!

LEARN MORE HERE:

HAVE YOU EARNED \$2,500 IN THE LAST 4 CALENDAR QUARTERS



### IS YOUR EMPLOYER A PRIVATE BUSINESS?

You are eligible! Your employer may have chosen to opt for an approved private plan, which must provide **equal or greater benefits**

### ARE YOU SELF-EMPLOYED OR A GIG WORKER?

You are eligible but **must opt into FAMLI!** You can self-elect and apply for leave any time once benefits become available in 2024.

### ARE YOU A LOCAL GOVERNMENT EMPLOYEE?

Your employer may or may not have enrolled you, but if you work for a local government employer that has opted out, **you still have the right to self-elect** and take FAMLI leave. \*Federal employees do not qualify for FAMLI

**SUBMIT A CLAIM THROUGH THE MY FAMLI + PORTAL AT MYFAMLIPLUS.STATE.CO.US/CORE/LOGIN**

