



COLORADO

FAMLI Program Toolkit for Employees

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This toolkit has been developed to provide State employees with resources related to the new Family and Medical Leave Insurance (FAMLI) program beginning in January 2024. The Colorado Department of Labor and Employment (CDLE) and the FAMLI Division administer this program, including determination of claims, eligibility and approval or denial of the FAMLI benefit and leave, and appeals of determinations.

The FAMLI program will provide all eligible employees a portion of their weekly salary (up to \$1,100 per week) for as many as 12 weeks of leave, to care for themselves or a family member (with an additional four weeks of leave for complications during pregnancy or childbirth). Employees can use FAMLI leave to take time away from work to:

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

Because FAMLI coverage only replaces a percentage of an employee's wages, employees have the option to use accrued sick leave or vacation leave to make up the difference. FAMLI works concurrently with many of the State's leave benefit programs including FMLA, paid family medical leave, and sick and annual leave, depending on the need for leave and short-term disability. In addition, FAMLI provides job protection and legal protections against retaliation after 180 days of employment.

Employees must work closely with their department's benefits or leave administrator to coordinate with their existing employer-provided leave and benefits.

If the need for leave is related to an employee's own serious health condition, they may also apply for short-term disability and need to work closely with the disability carrier (Unum) for timely and accurate disability payments.

If you have a need for FAML I leave or questions about how the program coordinates with your existing State leave and benefits, please contact your department's leave or benefits administrator office.

Check back often for additional and/or updated resources.

DHR Resources	FAML I Division Resources*
<ul style="list-style-type: none">● FAML I FAQs● Leave Comparison Chart● FAML I Make-whole Election Form● Understanding your FAML I and disability benefits coordination - COMING SOON● Make-whole disability scenarios - COMING SOON	<ul style="list-style-type: none">● FAML I fact sheet● FAML I poster<ul style="list-style-type: none">○ English○ Spanish● FAML I website for Individuals and Families● Online premium and benefit Calculator● Applying for FAML I benefits<ul style="list-style-type: none">○ My FAML I+ application portal○ My FAML I+ user's guide○ My FAML I+ how-to videos, including:<ul style="list-style-type: none">■ How to register■ How to file a bonding claim■ How to file a medical leave claim■ How to certify hours away from work■ ...and more!

*FAML I Division Resources provide information about the FAML I program available to all Colorado workers. For any questions regarding coordination with State leave and benefits, contact your department's leave or benefits administrator office.