

COLORADO FAMLI LEAVE PRIVATE PLAN NOTICE

Colorado's Family and Medical Leave Insurance Act ("FAMLI Act") provides paid leave benefits for the following reasons:

- Caring for a new child during the first year after the birth, adoption, or foster care placement of that child,
- Caring for a family member with a serious health condition,
- Caring for your own serious health condition,
- Making arrangements for a family member's military deployment, and
- Obtaining safe housing, care, and/or legal assistance in response to domestic violence, stalking, sexual assault, or sexual abuse.

Covered employees are entitled to up to 12 weeks of paid leave per benefit year, plus up to an additional 4 weeks for the employee's serious health condition caused by pregnancy complications or childbirth complications.

Your FAMLI benefits are being provided by your employer (the "Company") through a private plan (the "Plan") rather than by the state FAMLI Division.

- Your employer is making the premium contributions to the Plan.
- Benefits (leave and wage replacement) are available for leaves taken on or after January 1, 2024.

○ Effective Date

- The Company's Plan is effective 1/1/2024

○ Wage-Replacement Benefits

- For leaves occurring from January 1, 2024, to December 31, 2024, the maximum weekly benefit is \$1,100.
- For leaves occurring on or after January 1, 2025, the maximum weekly benefit is 90% of the State Average Weekly Wage (SAWW).
- Subject to the applicable weekly maximum, benefits will equal:
 - 90% of the employee's AWW that is equal to or less than 50% of the SAWW, PLUS
 - 50% of the employee's AWW that is greater than 50% of the SAWW.
- Benefits will be prorated for leaves of less than a week.

○ Employment and Benefits Protection

- An employee who has worked for the Company for at least 180 (non-consecutive) days is entitled to reinstatement to the same position, or an equivalent position, upon return from FAMLI leave.
- The Company must maintain health care benefits for employees while they are on FAMLI leave. Both the Company and the employee remain responsible for paying for those benefits in the same amounts as before the leave began.

○ Employee Eligibility

- An employee of the Company who has earned at least \$2500 in wages in Colorado subject to premiums during the past year is eligible for leave and benefits under the Plan.

○ Contributions to the Plan

- The Company may deduct up to 0.45% of your wages, capped at the annual federal social security limit.
- The Company will cover the remainder of the costs to administer the Plan and pay benefits.

○ Filing a Claim

- Employees/designated representatives must submit an application and required documentation to:
 - Email to: claimsintake@rsli.com
 - Fax to: 267-256-3519
 - Mail to: Reliance Standard Life Insurance Company, P.O. Box 7749, Philadelphia, PA 19101-7749
- Claims should be filed 30 days before foreseeable leave or within 30 days after unforeseeable leave begins.

○ Appeals

- Claim decisions may be appealed:
 - To Reliance Standard Life Insurance Company, Quality Review Unit, P.O. Box 8330, Philadelphia, PA 19101-8330; or
 - To the FAMLI Division by email to CDLE_FAMLI_info@state.co.us or at 1-866-263-2654.

○ Additional Employee's Rights Under C.R.S. 8-13.3-509

- Employers may not interfere with employees' rights under FAMLI and may not discriminate or retaliate against employees for exercising those rights.
- Employers may not count FAMLI leave as an absence that may lead to or result in discipline, discharge, demotion, suspension or any other adverse action.
- Employees who suffer retaliation, discrimination, or interference may file suit in court, or may file a complaint with the FAMLI Division by email to CDLE_FAMLI_info@state.co.us or at 1-866-263-2654.