

Colorado Family and Medical Leave Insurance (FAMLI) Program Notice

Deductions from Employee Wages start January 1, 2023

- The employee share of FAMLI premiums is set at 0.45% of employee wages through 2024. For 2025 and beyond, the director of the FAMLI Division sets the premium rate according to a formula based on the monetary value of the fund each year. Employers with a total of ten or more employees nationwide must also contribute an additional 0.45% of wages for a total of 0.9%, but employers with nine or fewer employees are only responsible for sending the 0.45% employee share to the FAMLI Division.
- Starting in 2023, employers may begin deducting up to 0.45% from employees' wages for FAMLI contributions. This can be done through a simple payroll deduction, and employees will notice the deduction on their regular paychecks.
- ZOLL has been approved to offer paid leave benefits through a private plan effective July 1, 2025. This means that your paid leave benefits will come from your employer or Broadspire. Employers are responsible for collecting those deductions and reporting will be sent to the FAMLI Division on behalf of their employees as required.

Benefits start January 1, 2024

- Starting in 2024, paid family and medical leave benefits are available to most Colorado employees who have a qualifying condition and who earned \$2,500 over the previous year for work performed in Colorado.
- The qualifying conditions for paid family and medical leave are:
 - 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.
 - 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 family and medical leave per year. Individuals with serious health conditions caused by pregnancy complications or childbirth complications are entitled to up to 4 more weeks of paid family and medical leave per year for a total of 16 weeks.
- Leave may be taken continuously, intermittently, or in the form of a reduced schedule.
- Leave will be paid at a rate of up to 90% of the employee's average weekly wage, based on a sliding scale. Employees may estimate their benefits by using the benefits calculator available at famli.colorado.gov.
- You don't have to work for your employer a minimum amount of time in order to qualify for paid family and medical leave benefits.
- If FAMLI leave is used for a reason that also qualifies as leave under the federal FMLA, then leave will also count as FMLA leave used.
- Employees may choose to use sick leave or other paid time off before using FAMLI benefits, but they are not required to do so.
- Employers and employees may mutually agree to supplement FAMLI benefits with sick leave or other paid time off to provide full wage replacement.

Filing Claims – As of July 1, 2025, all claims will be filed with Broadspire

- Applications may be submitted in advance of the absence from work, and in some circumstances, they may be submitted after the absence has begun. Employers cannot make employees apply for FAMLI benefits.
- You can apply for paid leave benefits under your equivalent plan by:
 - Submitting a completed claim form online, by mail or fax to Broadspire effective July 1, 2025:
 - Mail: 1391 NW 136th Ave, Sunrise, FL 33323
 - Fax: 770-723-8584
 - Online: <https://leavetech.my.site.com/connect/login>
- Approved applications will be paid by Broadspire within two weeks after the claim is properly filed, and weekly thereafter for the duration of the approved leave.
- If your application is denied, you can appeal the decision by sending a written request to appeal to Broadspire at the above address within 45 days from the date of written notice of our claim decision. Employees can appeal final claim determinations to the FAMLI Division by creating an appeals account in the My FAMLI+ portal and selecting "File and Manage and Appeal."

Retaliation, Discrimination, and Interference Prohibited

- Employers may not interfere with employees' rights under FAMLI and may not discriminate or retaliate against them for exercising those rights, including taking FAMLI leave, talking to others about FAMLI, and filing complaints of FAMLI violations.
- Employees who suffer retaliation, discrimination, or interference may file suit in court, or may file a complaint with the FAMLI Division.
- It is unlawful for an employer to count paid family and medical leave taken as an absence that may lead to or result in discipline, discharge, demotion, suspension, or any other adverse action.

Job Protection and Continued Benefits under C.R.S. §8-13.3-509

- An employee who has worked for the employer for at least 180 days is entitled to return to the same position, or an equivalent position, upon their return from FAMLI leave.
- Employers must maintain health care benefits for employees while they are on FAMLI leave, in the same manner as before the leave began.

Other Important Information

- Broadspire, the plan administrator, may be reached at 877-542-2158.
- Employees and employers are encouraged to report FAMLI violations to the FAMLI Division. Information can be found at famli.colorado.gov or for specific questions call 1-866-CO-FAMLI.

