



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz
EMPLOYEE SERVICES

Collaborative HR Services



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Private Plan Notice

The University of Colorado (University) has elected to use a private plan to provide its employees with Family and Medical Leave Insurance (FAMLI) benefits. The University of Colorado FAMLI Self-insured Private Plan for Colorado Employees (Plan) is offered to employees in lieu of the university's participation in the state FAMLI plan. The Division of Family and Medical Leave Insurance approved the university's plan on May 10, 2023, and it became effective January 1, 2024.

Benefits under this Plan are available to university employees localized in the state of Colorado. Eligibility for the Plan begins on the employee's date of hire.

Eligible employees are entitled to up to 12 weeks of paid family and medical leave per year with a partial wage replacement. Eligible individuals with serious health conditions caused by pregnancy complications or childbirth complications are entitled to up to four additional weeks for a total of 16 weeks. Beginning January 1, 2026, eligible individuals with a child receiving inpatient care in a neonatal intensive care unit are entitled up to an additional 12 weeks for a total of 24 weeks.

The Plan, in accordance with C.R.S. § 8-13.3-506, provides wage replacement benefits for eligible employees on leave based on earning levels, up to a maximum of \$1,381.45 per week.

The chart below provides an example of wage replacement benefits.

Weekly wage	Weekly benefit	Maximum annual benefit	Percent of weekly wage
\$500	\$450	\$5,400	90%
\$1,000	\$794	\$9,531	79%
\$1,500	\$1,044	\$12,531	70%
\$2,000	\$1,294	\$15,531	65%
\$3,000	\$1,324	\$15,890	44%

An eligible employee who has worked for the university for at least 180 days is entitled to return to the same position, or an equivalent position, upon their return from FAMLI leave. The university will maintain any health care benefits the employee had prior to taking leave. The employee will continue to pay the employee's share of the cost of health benefits.

The FAMLI Division sets the premium rate, but the university may reduce this rate. The university will deduct up to 50% of the total premium from an employee's wages. Current premium rates and percentages are available on the CU FAMLI website.

An eligible employee may apply for plan benefits by submitting an application form and required documentation to Employee Services. Application forms and instructions are available on the [Employee Services website](#).

Employees may appeal the following:

- the failure to issue a decision on the employee's application within two weeks of receiving a completed application;
- an adverse determination of a claim for plan benefits;
- the failure to pay the full claim approved;
- the closure of a claim based on the determination that the claim was not properly filed;
- a disqualification from Plan benefits; or

- the identification and/or collection of an overpayment.

Appeals may be filed with the university or the Division. Appeal information can be found on the [Employee Services website](#). Employees are strongly encouraged to file a first appeal with the university as the most efficient means of correcting administrative errors.

The university may not interfere with employees' rights under FAMLI and may not discriminate or retaliate against employees for exercising those rights. Employees who suffer retaliation, discrimination or interference may file a complaint with the FAMLI Division or a suit in court.

Contact the FAMLI Division at:

CDLE_FAMLI_info@state.co.us

1-866-CO-FAMLI

(1-866-263-2654)

[FAMLI website](#)

Contact the University as the CU FAMLI Plan Administrator at:

Leave@cu.edu

303-860-4200

[CU FAMLI website](#)

¹ This notice is for informational purposes only. If there is any conflict between this notice and the Plan document, the Plan document controls.