Family and Medical Leave Insurance Act (FAML1)

Q&A Sessions
CU FAMLI

Q&A Session Overview
CU FAMLI – Q&A Overview

• Q&A sessions are a chance for employees and supervisors to learn about the new CU FAMLI program and its benefits, and to ask follow up questions about using the program that may not be addressed in the initial presentation.

• Please **do not** share confidential medical information during the session and do not share specific employee-identifying information (i.e., name, department, campus, etc.).

• Use the Zoom Q&A feature to ask questions throughout the presentation; we will answer them live during the open Q&A portion of the session.

• For specific feedback or concerns regarding the CU FAMLI program or other related leave programs, please email leave@cu.edu.
CU FAMLI - Overview

- Colorado voters approved the creation of the FAMLI enterprise fund by passing Proposition 118 by 57.75%.
- Premium deductions began
- Premiums paid by employers and employees (.9% of wages) in a 50/50 split
- CU FAMLI private plan was approved by the State of Colorado
- Private plans must be equivalent or better than FAMLI
- CU FAMLI application is available in the CU employee portal

Paid leave begins
- to care for a new child
- to care for a family member with a serious health condition
- because of a serious health condition
- for qualifying exigency leave or safe leave

- November 2020
- January 1 2023
- May 10 2023
- November 27 2023
- January 1 2024
CU FAMLI - Overview

Usage to Begin
January 1
2024

- Weekly benefits are capped by weekly wage earnings (calculations will be updated by the State of Colorado periodically).

- Employees can supplement their compensation with available parental leave, sick leave, vacation leave, etc.

<table>
<thead>
<tr>
<th>Weekly Wage</th>
<th>Annualized Wage</th>
<th>Weekly Deduction</th>
<th>Weekly Benefit</th>
<th>Maximum Annual Benefit</th>
<th>Percent of Weekly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$500</td>
<td>$26,000</td>
<td>-2.25</td>
<td>$450</td>
<td>$5,400</td>
<td>90%</td>
</tr>
<tr>
<td>$1,500</td>
<td>$78,000</td>
<td>-6.75</td>
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<td>$12,240</td>
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<td>$2,000</td>
<td>$104,000</td>
<td>-9.00</td>
<td>$1,100</td>
<td>$13,200</td>
<td>55%</td>
</tr>
<tr>
<td>$2,500</td>
<td>$130,000</td>
<td>-11.25</td>
<td>$1,100</td>
<td>$13,200</td>
<td>44%</td>
</tr>
<tr>
<td>$3,000</td>
<td>$156,000</td>
<td>-13.50</td>
<td>$1,100</td>
<td>$13,200</td>
<td>37%</td>
</tr>
</tbody>
</table>
CU FAMLI

Basics

Eligibility

Application

Medical Certification
All employees who work in Colorado are eligible for CU FAMLI.
(including: student employees, graduate students on appointment, temp faculty)

All employees are eligible for CU FAMLI payments on day one of employment.

All employees receive CU FAMLI job protection after 180 days of employment.

All employees are allowed 12 weeks of partial wage replacement through CU FAMLI every 12-month period.
• Applications for CU FAMILI are available through the employee portal.
  • portal tile found in multiple locations within the portal
  • live demo

• Employees can begin applying for leave needed after January 1, 2024.
  • expecting a child late 2023 or early 2024
  • scheduled surgery for early 2024
 Reasons to Apply

• 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 intimate partner violence, stalking, sexual assault, or sexual abuse
A covered employee’s child, parent, spouse, domestic partner, grandparent, grandchild, sibling, or someone with whom they have a significant personal bond*.

*Understanding that families are unique, CU will determine familial relationships by looking at the totality of the circumstances, including but not limited to:

- shared financial responsibilities
- emergency contact designations
- expectation of care created by the relationship
- cohabitation and geographical proximity
CU FAMLI – Medical Certification

CU FAMLI will require a medical certification or related documentation.

- A medical provider is required to fill out a medical certification for CU FAMLI to be approved.
- All CU FAMLI documentation is held outside of personnel files and is considered highly confidential.
- The applications and medical certifications will be reviewed by the Employee Services Leave Team.
- The medical certifications will not be shared with supervisors or department HR partners.
CU FAMILI

Coordination with Other Leave Programs
CU FAMILI – Other Leave Programs

Personalized Assistance

• Application is required for all FAMILI, FML and Parental Leave cases.

• Once an application is submitted, a leave coordinator will work directly with the employee to:
  • review eligibility for all available leave
  • understand the desire of the employee (maximize pay or maximize time off)
  • construct a leave plan that will be shared with the supervisor and department HR partner

• If an employee is already on FML, an application will need to be completed to utilize FAMILI after January 1.
CU FAML1 – Other Leave Programs

- Federal Family and Medical Leave Act (FMLA)
- CU Parental Leave and Paid Parental Leave (PPL)
- CU Short-term Disability (STD) programs
- CU Paid Leave – sick, vacation, holidays
- On-the-Job Injury (OJI) – runs concurrent with FML but not FAML1
CU FAMLII – Other Leave Programs

CU Parental Leave policy should be approved in December; campuses may have campus-specific policies related to parental leave, but leave will still be administered by Employee Services. One-year waiting period has been eliminated for all eligible employees.

<table>
<thead>
<tr>
<th>Category</th>
<th>Weeks 1-6</th>
<th>Weeks 7-12</th>
<th>Weeks 13-18</th>
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<tr>
<td>University Staff and 12-month Faculty</td>
<td>full pay with a combination of CU FAMLII and PPL</td>
<td>FAMLII pays a partial wage replacement – vac/sick to supplement compensation</td>
<td>Weeks 13-18: 50% pay from PPL - sick to make whole</td>
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<tr>
<td>9-month Faculty (Tenure and other non-temporary faculty)</td>
<td>Weeks 1-12: 50% pay with a combination of CU FAMLII and PPL - sick to supplement compensation</td>
<td></td>
<td>Requirement to exhaust sick leave removed</td>
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<td>Classified Staff</td>
<td>Weeks 1-6: full pay with a combination of CU FAMLII and paid FML</td>
<td>FAMLII pays a partial wage replacement - vac/sick or remaining paid FML to supplement compensation</td>
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<tr>
<td>All Other Employees</td>
<td>Weeks 1-12: FAMLII pays a partial wage replacement - sick to supplement compensation</td>
<td></td>
<td>No CU PPL provided</td>
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<tr>
<td>Category</td>
<td>Weeks 1-12: FAMLI pays a partial wage replacement -</td>
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<td>vac/sick to supplement compensation</td>
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<td>9-month Faculty (Tenure and other non-</td>
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<tr>
<td>temporary faculty)</td>
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<tr>
<td>Classified Staff</td>
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<tr>
<td>All Other employees</td>
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</tbody>
</table>

CU FAML - Other Leave Programs

Utilizing FAML for non-parental leave cases.

- **University Staff and 12-month Faculty:**
  - **Weeks 1-12:** FAML pays a partial wage replacement – vac/sick to supplement compensation.

- **9-month Faculty (Tenure and other non-temporary faculty):**
  - **Weeks 1-12:** FAML pays a partial wage replacement- sick to supplement compensation.

- **Classified Staff:**
  - **Weeks 1-12:** FAML pays a partial wage replacement - vac/sick/paid FML to supplement compensation.

- **All Other employees:**
  - **Weeks 1-12:** FAML pays a partial wage replacement - sick to supplement compensation.
CU FAMLII
FAQs
Q. I live and work outside of Colorado. Can I use FAMLI leave?

A. FAMLI leave only applies to in-state employees. Out-of-state employees do not pay the premium deduction and must use their state’s family medical leave policies, if applicable.

Q. How often can I use CU FAMLI?

A. Employees are allowed 12 weeks of partial wage replacement through CU FAMLI per 12-month period.

Q. How do benefit premium deductions work while I am on CU FAMLI leave?

A. Employee benefit premiums will be collected in the same way as if actively at work (i.e., through payroll deductions).

If an employee is not using any supplemental leave during CU FAMLI such as vacation leave, sick leave, or paid parental leave and is only receiving FAMLI payments, payroll deductions will continue and will be deducted from CU FAMLI payments. Employees may choose to discontinue payroll deductions and make alternative arrangements to pay the premiums.

If no alternative arrangements are made, any unpaid premiums will be held in arrears and deducted from the employee's pay after their leave has ended.
Q. How do retirement contributions work while I am on CU FAMLI leave?

A. FAMLI payments are exempt from all mandatory and voluntary retirement plan contributions. Any paid parental leave, sick and vacation leave used to supplement FAMLI will be subject to normal retirement contributions.

Q. Will my FAMLI earnings be subject to tax deductions?

A. FAMLI payments will be subject to all federal and state tax withholding, but the state portion may be refunded to the employee when they file their tax returns. Please consult with your tax advisor regarding the FAMLI payment and state and federal tax liability.

Q. Do I have to give the University of Colorado notice of my leave under Colorado FAMLI?

A. Yes, employees must notify their supervisor and the Employee Services Leave Team at least 30 days prior to the start of their leave or as soon as possible if 30 days advance notice is not possible. Requests should be submitted through the application in your employee portal.
Open Q&A Session
Questions after this meeting?

Please email leave@cu.edu

Thank you!