

# Employee Services: Leave Program

## Paid Parental Leave and Other Leave Benefits

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This document outlines how CU FAMLI interacts with Parental Leave and Short-Term Disability policies by job classification and campus policies.

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## All Campuses

### CU FMLI Eligible with NO CU Parental Leave

#### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-12</b>	FAMLI partial wage replacement	sick/vacation leave if eligible

#### Paid Leave Options (with 6-week Short-Term Disability\* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMLI partial wage replacement	sick leave*
<b>Weeks 5-6</b>	FAMLI partial wage replacement	STD
<b>Weeks 7-12</b>	FAMLI partial wage replacement	sick or vacation leave

#### Paid Leave Options (with 8-week Short-Term Disability\* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMLI partial wage replacement	sick leave*
<b>Weeks 5-8</b>	FAMLI partial wage replacement	STD
<b>Weeks 9-12</b>	FAMLI partial wage replacement	sick or vacation leave

\*Faculty and University Staff must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

**FAMLI:** Family and Medical Leave Insurance    **LWOP:** Leave without Pay  
**STD:** Short-Term Disability    **PPL:** CU Paid Parental Leave

## Classified Staff

### CU FMLI Eligible Classified Staff (System, UCCS, UCD, Anschutz)

CU Parental Leave (job protection for up to 26 weeks or 6 months)

#### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	FAMLI partial wage replacement	PFML; CU Paid Parental Leave if PFML is exhausted
<b>Weeks 7-12</b>	FAMLI partial wage replacement	PFML/sick/vacation leave
<b>Weeks 13-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick, and vacation leave are exhausted	N/A

#### Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMLI partial wage replacement	PFML or sick leave to supplement FAMLI
<b>Weeks 5-6</b>	FAMLI partial wage replacement	STD to supplement FAMLI
<b>Weeks 7-12</b>	FAMLI partial wage replacement	PFML, sick or vacation leave to supplement FAMLI
<b>Weeks 13-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick, and vacation leave are exhausted	N/A

#### Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMLI partial wage replacement	PFML or sick leave to supplement FAMLI
<b>Weeks 5-8</b>	FAMLI partial wage replacement	STD to supplement FAMLI
<b>Weeks 9-16*</b>	FAMLI partial wage replacement	PFML, sick or vacation leave to supplement FAMLI
<b>Weeks 17-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick, and vacation leave are exhausted	N/A

\*FAMLI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

**FAMLI:** Family and Medical Leave Insurance    **LWOP:** Leave without Pay

**STD:** Short-Term Disability    **PFML:** Paid Family Medical Leave

## CU FAMILI Eligible Classified Staff (Boulder)

CU Parental Leave (job protection for up to 26 weeks of 6 months)

### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	PFML, CU Paid Parental Leave after PFML is exhausted	N/A
<b>Weeks 7-18</b>	FAMILI partial wage replacement	PFML, sick or vacation leave
<b>Weeks 19-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

### Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMILI partial wage replacement	PFML; CU Paid Parental Leave after PFML is exhausted
<b>Weeks 5-6</b>	FAMILI partial wage replacement	STD
<b>Weeks 7-12</b>	FAMILI partial wage replacement	Remaining PFML/CU Paid Parental Leave, sick or vacation leave
<b>Weeks 13-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

### Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMILI partial wage replacement	PFML; CU Paid Parental Leave after PFML is exhausted
<b>Weeks 5-8</b>	FAMILI partial wage replacement	STD
<b>Weeks 9-16*</b>	FAMILI partial wage replacement	Remaining PFML/CU Paid Parental Leave, sick or vacation leave
<b>Weeks 17-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

\*FAMILI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

**FAMILI:** Family and Medical Leave Insurance    **LWOP:** Leave without Pay

**STD:** Short-Term Disability    **PFML:** Paid Family Medical Leave

## CU FAMILI Non-Eligible Classified Staff

CU Parental Leave (job protection for up to 26 weeks of 6 months)

### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	PFML; CU Paid Parental Leave after PFML is exhausted	N/A
<b>Weeks 7-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

### Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	PFML; CU Paid Parental Leave after PFML is exhausted	N/A
<b>Weeks 5-6</b>	STD	PFML/PPL/sick/vacation leave
<b>Weeks 7-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

### Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	PFML; CU Paid Parental Leave after PFML is exhausted	N/A
<b>Weeks 5-8</b>	STD	PFML/PPL/sick/vacation leave (PPL only available through week 6)
<b>Weeks 9-26</b>	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

**FAMILI:** Family and Medical Leave Insurance    **LWOP:** Leave without Pay  
**STD:** Short-Term Disability    **PFML:** Paid Family Medical Leave

## 12-Month Faculty and University Staff

### CU FMLI Eligible 12-Month Faculty and University Staff (System, UCCS, UCD, Anschutz)

CU Parental Leave (job protection for up to 26 weeks or 6 months)

#### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	FAMLI partial wage replacement	CU Paid Parental Leave
<b>Weeks 7-12</b>	FAMLI partial wage replacement	sick/vacation leave
<b>Weeks 13-26</b>	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

#### Paid Leave Options (with 6-week Short-Term Disability\* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMLI partial wage replacement	sick leave*; CU Paid Parental Leave if sick leave is exhausted
<b>Weeks 5-6</b>	FAMLI partial wage replacement	STD after exhaustion of sick leave
<b>Weeks 7-12</b>	FAMLI partial wage replacement	sick or vacation leave
<b>Weeks 13-26</b>	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

#### Paid Leave Options (with 8-week Short-Term Disability\* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMLI partial wage replacement	sick leave*; CU Paid Parental Leave if sick leave is exhausted
<b>Weeks 5-8</b>	FAMLI partial wage replacement	STD after exhaustion of sick leave
<b>Weeks 9-16**</b>	FAMLI partial wage replacement	sick or vacation leave
<b>Weeks 17-26</b>	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

\*Employees must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

\*\*FAMLI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

**FAMLI:** Family and Medical Leave Insurance    **LWOP:** Leave without Pay

**STD:** Short-Term Disability    **PPL:** CU Paid Parental Leave

## CU FAMILI Eligible 12-Month Faculty and University Staff (Boulder)

CU Parental Leave (job protection for up to 26 weeks of 6 months)

### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	CU Paid Parental Leave	N/A
<b>Weeks 7-18</b>	FAMILI partial wage replacement	sick or vacation leave
<b>Weeks 19-26</b>	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

### Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMILI partial wage replacement	sick leave*
<b>Weeks 5-6</b>	FAMILI partial wage replacement	STD
<b>Weeks 7-12</b>	FAMILI partial wage replacement	sick or vacation leave
<b>Weeks 13-19</b>	CU Paid Parental Leave	N/A
<b>Weeks 20-26</b>	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

### Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMILI partial wage replacement	sick leave*
<b>Weeks 5-8</b>	FAMILI partial wage replacement	STD
<b>Weeks 9-16**</b>	FAMILI partial wage replacement	sick or vacation leave
<b>Weeks 17-23</b>	CU Paid Parental Leave	N/A
<b>Weeks 24-26</b>	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

\*Employees must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

\*\*FAMILI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

**FAMILI:** Family and Medical Leave Insurance **LWOP:** Leave without Pay

**STD:** Short-Term Disability **PPL:** CU Paid Parental Leave

## CU FMLI Non-Eligible 12-Month Faculty and University Staff

CU Parental Leave (job protection for up to 26 weeks of 6 months)

### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	CU Paid Parental Leave	N/A
<b>Weeks 7-26</b>	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

### Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	sick leave*	N/A
<b>Weeks 5-6</b>	STD	vacation leave
<b>Weeks 7-26</b>	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

### Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	sick leave*	N/A
<b>Weeks 5-8</b>	STD	vacation leave
<b>Weeks 9-26</b>	vacation leave through exhaustion	LWOP after sick and vacation leave are exhausted

\*Employees must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

**FAMLI:** Family and Medical Leave Insurance    **LWOP:** Leave without Pay  
**STD:** Short-Term Disability    **PPL:** CU Paid Parental Leave



## 9-Month Faculty

### CU FAMILI Eligible 9-Month Faculty (Boulder)

CU Parental Leave (job protection for up to 18 weeks)

#### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	UCB Faculty Parental Leave	N/A
<b>Weeks 7-18</b>	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave

### CU FAMILI Eligible 9-Month Faculty (Anschutz, UCCS, UCD)

CU Parental Leave (job protection for up to 18 weeks)

#### Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-12</b>	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave
<b>Weeks 13-18</b>	Faculty Paid Parental Leave up to 50% pay	sick leave

#### Paid Leave Options (with 6-week Short-Term Disability\* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave*
<b>Weeks 5-6</b>	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	STD after exhaustion of sick leave
<b>Weeks 7-12</b>	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave
<b>Weeks 13-18</b>	Faculty Paid Parental Leave up to 50% pay	sick leave

**Paid Leave Options (with 8-week Short-Term Disability\* period; birthing parent only)**

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-4</b>	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave*
<b>Weeks 5-8</b>	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	STD after exhaustion of sick leave
<b>Weeks 9-12</b>	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave
<b>Weeks 13-18</b>	Faculty Paid Parental Leave up to 50% pay	sick leave

\*Employees must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

**FAMLI:** Family and Medical Leave Insurance

**Tenured/Tenure Track Faculty**

**CU FAMLI Eligible Tenured/Tenure Track Faculty (Boulder)**

CU Parental Leave (job protection for up to 18 weeks)

**Paid Leave Options**

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-18</b>	UCB Faculty Paid Parental Leave	N/A

**FAMLI:** Family and Medical Leave Insurance    **LWOP:** Leave without Pay

**STD:** Short-Term Disability    **PPL:** CU Paid Parental Leave

## Graduate Students

### CU FAMILI Eligible Graduate Students (Boulder)

#### Paid Leave Options

Weeks on Leave	Paid Leave	Supplemental Leave Options
<b>Weeks 1-6</b>	FAMILI partial wage replacement	CU Paid Parental Leave to supplement FAMILI
<b>Weeks 7-12</b>	FAMILI partial wage replacement	sick leave

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**STD:** Short-Term Disability    **PPL:** CU Paid Parental Leave