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CU approved to establish FAMLI leave plan [1]



September 12, 2023 by Employee Services [2]

The University of Colorado will administer a self-funded and self-administered paid family leave program to provide benefits outlined by Colorado's Paid Family and Medical Leave Insurance (FAMLI) program [3].

State law allows employers to offer a self-funded and self-administered paid family leave program with benefits that meet or exceed the state's FAMLI program, instead of participating in the state insurance program. CU submitted a plan proposal, which was reviewed and approved by the state of Colorado. Like the state program, CU's FAMLI plan will be funded with premiums split equally between CU and its employees.

The university is now working to implement CU FAMLI, which will offer paid leave benefits effective Jan. 1, 2024.

"With a self-funded, self-administered plan, we believe the employees' overall experience will be positive, as we can integrate FAMLI with all of our other leave plans," said Lisa Landis, associate vice president of Employee Services.

What does FAMLI provide?

Starting Jan. 1, 2024, CU's FAMLI program will provide all eligible employees a portion of their weekly salary for up to 12 weeks of leave to care for themselves or a family member, with an additional four weeks leave for complications during pregnancy or childbirth.

Individuals can use FAMLI leave to take time away from work to:

- care for a new child, including adopted and fostered children.
- care for themselves or a family member if they have a serious health condition.
- make arrangements for a family member's military deployment.
- address the immediate safety needs and impact of domestic violence and/or sexual assault.

CU employees will become eligible to receive partial wage replacement on the first day of employment. To qualify for job protection under FAMLI, an employee must have worked at their position for more than 180 days (about six months). FAMLI also provides legal protections against retaliation.

The state's premium calculator [4] can provide an estimate of your paycheck deductions and initial benefits paid if you take FAMLI leave.

What this means for CU employees

Starting on Jan. 1, 2024, CU employees may receive paid leave under CU's FAMLI plan.

During the fall semester, Employee Services will establish an application process allowing employees to request paid leave for eligible absences [3] they anticipate will occur in 2024. For example, leave can be requested in advance for childbirth or scheduled surgeries.

Once the procedure to request CU FAMLI is established, the application will be published and announced to all CU employees.

Because FAMLI coverage only replaces a percentage of an employee's wages, employees will have the option to use paid sick leave or vacation leave to make up the difference.

Additional updates will be announced later this fall, including how CU FAMLI will interact with existing CU and federal leave benefits and entitlements. Employees are encouraged to watch for emails, stories and information sessions outlining details on CU's FAMLI plan and the process to apply for covered leave.

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