Published on *University of Colorado* (https://www.cu.edu)

Employee FAMLI coverage premiums lowered starting Aug. 1 [1]



July 14, 2025 by Employee Services [2]

Starting Aug. 1, the University of Colorado will reduce employee premiums for its Family and Medical Leave Insurance (FAMLI) [3] plan. Employee contributions will be lowered to 0.25%, and university contributions will remain at 0.45%.

The change resulted from positive actuarial results that reflect the program's strong financial foundation. Employee contributions were previously set at 0.45%.

As of July 1, 3,403 employees have used FAMLI to take time off work for their own medical needs and those of their families since the plan debuted in January 2024.

"After running the CU FAMLI private plan for 18 months, we are happy to announce that our financials are better than our original projections," said Lisa Landis, associate vice president of Employee Services. "In that timeframe, CU FAMLI has paid our employees $20.7 million while they have been on leave to take care of themselves or a family member. We are excited that we're able to lower the premium for employees as we continue to provide this great benefit."

Use your FAMLI leave

The university's self-funded and self-administered FAMLI plan has made a significant impact for employees [4]. This paid leave coverage offers greater flexibility and paid leave options for employees who need to take an absence from work for medical or family care purposes.

Employees can use FAMLI coverage to take time away from work — including consecutive days off, intermittent days off or a reduced work schedule — to:

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

The FAMLI plan provides all eligible employees a **portion of their weekly salary for up to 12 weeks of leave**

. Available FAMLI leave renews every 12 months.

All CU employees who reside in Colorado — including GME residents, student employees and graduate students on appointment — are eligible to use FAMLI leave.

Any Colorado employee who needs to take time off work for eligible reasons should consider applying for FAMLI [5].

Learn more about FAMLI

Be sure to follow up on the program's benefits and requirements through these informational resources and training options.

- Visit the FAMLI information page [6].
- Watch the on-demand course [7] about the CU FAMLI program.
- Explore frequently asked questions [8].
- Attend a CU FAMLI webinar via Zoom. Sessions are tailored for specific audiences, such as employees, supervisors and HR liaisons. Register for the relevant webinar to learn more about the FAMLI plan and its benefits, and to ask questions about using the program. See the full schedule and register for an upcoming session [9].

FAMLI [10], leave [11]
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