Colorado FAMLI Program [1]

Effective Jan. 1, 2024, eligible employees can receive up to 12 weeks of paid family and medical leave under CU’s private leave plan.

CU’s Family and Medical Leave Insurance Program (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.

FAMLI aims to ensure that Coloradoans don’t have to choose between earning a paycheck or caring for themselves or their family in a time of need. It can be used by all employees who reside in Colorado, including faculty, staff, student employees, graduate medical education residents and graduate students on appointment.

FAMLI will provide 12-16 weeks of paid leave for the following events:

- To manage their own serious health condition.
- To care for a family member with a serious health condition.
- To care for a new child (within the first year of birth, foster placement or adoption).
- To make arrangements for military deployments.
- To address immediate safety needs and impact of domestic violence or sexual assault.

FAMLI will pay up to $1,100 a week to employees on leave. Your weekly benefits depend on current wages:

<table>
<thead>
<tr>
<th>Weekly Wage</th>
<th>Weekly Benefit</th>
<th>Maximum Annual Benefit</th>
<th>Percent of Weekly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$500</td>
<td>$450</td>
<td>$5,400</td>
<td>90%</td>
</tr>
<tr>
<td>$1,000</td>
<td>$768</td>
<td>$9,216</td>
<td>77%</td>
</tr>
<tr>
<td>$1,500</td>
<td>$1,018</td>
<td>$12,216</td>
<td>68%</td>
</tr>
<tr>
<td>$2,000</td>
<td>$1,100</td>
<td>$13,200</td>
<td>55%</td>
</tr>
<tr>
<td>$3,000+</td>
<td>$1,100</td>
<td>$13,200</td>
<td>37%</td>
</tr>
</tbody>
</table>

[2] Calculate how much you'll pay each month and what you'll receive while on leave [2]

An eligible employee who has worked for the university for at least 180 days (about six months) is entitled to return to the same position, or an equivalent position, upon their return from FAMLI leave.
How to apply

To enroll in FAMLi leave, eligible employees may submit an application form and required documentation to Employee Services. Applications submitted in fall 2023 may begin receiving leave benefits on Jan. 1, 2024. The CU FAMLi Leave application is coming soon!

CU FAMLi Q&A Sessions

The University of Colorado Employee Services Leave Team invites supervisors and employees to attend our CU FAMLi Q&A Sessions. These sessions are a chance for employees and supervisors learn about the new CU FAMLi program and its benefits, and to ask questions about using the program.

Employee Sessions

- Nov. 29, 2023, 10-11 a.m. [3]
- Dec. 7, 2023, 1:30-2:30 p.m. [4]
- Dec. 11, 2023, 11:30 a.m.-12:30 p.m. [5]
- Dec. 22, 2023, 1-2 p.m. [6]
- Jan. 3, 2024, 3-4 p.m. [7]
- Jan. 10, 2024, 10:30-11:30 a.m. [8]
- Jan. 18, 2024, 8:30-9:30 a.m. [9]
- Jan. 22, 2024, Noon-1 p.m. [10]
- Feb. 2, 2024, 9-10 a.m. [11]

Supervisor Sessions

- Dec. 4, 2023, 8:30-9:30 a.m. [12]
- Dec. 19, 2023, 12:30-1:30 p.m. [13]
- Jan. 5, 2024, 9-10 a.m. [14]
- Jan. 16, 2024, 3-4 p.m. [15]
- Jan. 31, 2024, Noon-1 p.m. [16]

FAMLi Program FAQs

About FAMLi

What is FAMLi?
Colorado voters passed Proposition 118 in November 2020, approving the creation of the Family and Medical Leave Insurance Program [17]. It passed with 57.75% of voters supporting the initiative.

This social insurance program provides all Colorado workers a portion of their weekly salary for up to 12 weeks to care for themselves or their families, with an additional four weeks leave for pregnancy or childbirth complications.

The program is funded by both the employer and the employee. Premiums are set to 0.9% of the employee's wage, with 0.45% of the premium paid by the employer and 0.45% of the premium paid by the employee.

**Why does CU have a private FAMLI program?**

State law allows employers to offer a self-funded 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 private plan proposal, which was reviewed and approved by the state of Colorado.

CU’s self-funded, self-administered plan will allow the university to integrate and combine FAMLI leave with all CU’s leave programs. Because FAMLI coverage only replaces a percentage of an employee’s wages, employees will have the option to use paid sick leave, vacation leave and other types of leave or insurance coverage to make up the difference.

Like the state program, CU’s FAMLI plan will be funded with premiums split equally between CU and its employees. The program is funded by both the employer and the employee. Premiums are set to 0.9% of the employee’s wage, with 0.45% of the premium paid by the employer and 0.45% of the premium paid by the employee.

**Participation**

**Who is eligible to apply for CU FAMLI Leave?**

FAMLI leave can be used by all employees who reside in Colorado, including faculty, staff, student employees, graduate medical education residents and graduate students on appointment.

Employees are eligible for CU FAMLI payments on day one of employment. Employees receive job protection through CU FAMLI after 180 days of employment.

**Who is subject to the .45% employee premium deduction?**

All employees living in Colorado who earn wages through CU’s payroll will continue to see an
after-tax deduction in their paychecks.

- Employees living in Colorado who earn wages through CU’s payroll will see an after-tax deduction in each paycheck.
- CU Graduate Medical Education (GME) residents/fellows are considered employees and will be subject to the premium.
- Individuals in job codes 3201-3209 (on unique stipends and fellowships) are not considered CU employees and are not subject to the premium and may not use FAMLI leave.

Can I opt out?

No. Individual employees in Colorado may not opt out of participating in FAMLI.

I live and work outside of Colorado. Can I use FAMLI leave?

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.

Using FAMLI Leave

When can I use CU FAMLI leave?

FAMLI will begin providing benefits Jan. 1, 2024.

You can apply for FAMLI leave prior to the start date if you are expecting a qualified leave of absence in 2024. CU’s application will open in the fourth quarter of 2023.

How much do CU FAMLI leave benefits pay?

The amount of FAMLI leave payments are based on weekly wages.

Calculate your premium and benefits. [18]

Who qualifies as a family member for CU FAMLI leave purposes?

Family members include a covered individual’s child, parent, spouse, domestic partner, grandparent, grandchild, sibling or someone with whom they have a significant personal bond.

Understanding that families are not always traditional, CU will determine familial relationships by looking to 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

How often can I use CU FAMLI?

Employees are allowed 12 weeks of partial wage replacement through FAMLI every rolling 12-month period.

How does CU FAMLI work with other leave programs?

CU FAMLI may either run concurrently or in conjunction with other leave programs:

- **Family and Medical Leave Act (FMLA):** This federal program provides job protection for 12 weeks per rolling 12 months. FMLA will run concurrently with FAMLI when the need for leave meets the FMLA requirements.

- **CU Parental Leave and Paid Parental Leave (PPL):** CU Parental Leave runs concurrently with FAMLI and FMLA.

- **Short-Term Disability:** [19] This plan offers compensation for employees on a short-term disability leave. If enrolled in short-term disability, it will run concurrently with FAMLI and FMLA.

- **Vacation and Sick Leave** [20]: Accrued through employment, this leave can be used in conjunction with FAMLI, FMLA and PPL as the employee desires.

Groups audience:
Employee Services

Source URL: https://www.cu.edu/employee-services/collaborative-hr-services/cu-campuses/colorado-famli-program

Links
[1] https://www.cu.edu/employee-services/collaborative-hr-services/cu-campuses/colorado-famli-program
[3] https://cusystem.zoom.us/meeting/register/tJUpc-yvDkqEkOLuh_H-qSvDZIIoLAhT7m#/registration
[4] https://cusystem.zoom.us/meeting/register/tJ0oduiqz8tGdbUUCqgWsZUOLSnmZ9_i9d#/registration
[5] https://cusystem.zoom.us/meeting/register/tJEpdu2hqTMTgDwLeZw-XiyOYxVItSc1UlNnCa#/registration
[6] https://cusystem.zoom.us/meeting/register/tUMvdeGrpjkGdGlxGEhOJKWYGPYZ8p7HPm#/registration
[7] https://cusystem.zoom.us/meeting/register/tJEKceyqjksHNPxhGHI_tCdGplE0rpP_b#/registration
[8] https://cusystem.zoom.us/meeting/register/tJElf-uqrzkqHdMxqx4eRTA6kC1FenV7h#/registration
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[16] https://cusystem.zoom.us/meeting/register/tJAvdO6qgDlvG9jHRV0wXLGiNZIq_TiKR-h#/registration
[20] https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/time/vacation-and-sick-
time-leave-policies