
In November 2020, Colorado voters passed Proposition 118, approving the creation of the Paid Family and Medical Leave Insurance (FAMLI) program. This social insurance program provides all Colorado workers a portion of their weekly salary for up to 12 weeks of leave to care for themselves or their families, with an additional four weeks leave for pregnancy or childbirth complications. FAMLI aims to ensure that Coloradans don't have to choose between earning a paycheck or caring for themselves or their family in a time of need.

What this means for you

In-state faculty and university staff will see an after-tax deduction in their paychecks starting Jan. 1, 2023, totaling 0.45% of their annual wages. CU will also pay 0.45%, totaling 0.9% of your yearly pay (up to the Federal Social Security wage cap). Classified staff employees will not contribute in 2023, as the state requires CU to pay classified staff employee premiums.

Please note: The program does not apply to out-of-state employees, meaning they won’t see any changes to their deductions and can’t utilize the new paid leave.

Starting Jan. 1, 2024, eligible in-state individuals can use FAMLI leave for the following circumstances:

- 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

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

Next steps

The law allows employers to substitute a private plan that offers the same or better benefits and protections as the state’s FAMLI program. The university will examine private plan options to determine if this approach could result in lower costs while continuing to provide a robust paid leave package.

The university will continue to share FAMLI program details and updates.

Please visit the State of Colorado's FAMLI website for additional details on the program or email Employee Services at hcm_community@cu.edu for questions about premium
deductions.

FAMLI program FAQs

What is FAMLI?

Colorado’s Family and Medical Leave Insurance (FAMLI) program is a social insurance program to ensure Colorado workers, including self-employed individuals and independent contractors, have access to paid leave during certain life events.

The program is paid 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 do we have to participate in this program?

In November 2020, Colorado voters approved a ballot initiative that created the FAMLI program. Proposition 118, the "Paid Family and Medical Leave Insurance Act [5]," passed with 57.75% of voters supporting the initiative.

The FAMLI program applies to nearly all employers and employees in the State of Colorado, not just public institutions.

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

- Employees working and living in Colorado who earn wages through CU’s payroll will see an after-tax deduction in each paycheck moving forward.
- CU Graduate Medical Education (GME) residents/fellows are considered employees and will be subject to the premium.
- Classified staff employees will not contribute premiums in 2023, as the state requires CU to pay the classified staff employee premiums. Classified staff will be able to utilize the paid leave effective Jan. 1, 2024 like all other employees.
- 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 utilize the paid leave.

Can I opt out?

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

When can employees use FAMLI leave?

FAMLI will begin providing benefits Jan. 1, 2024. Colorado workers will be given 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, or foster placement, or adoption)
- to make arrangements for military deployments
- to address immediate safety needs and impact of domestic violence/sexual assault

Employees can take paid leave after they have earned at least $2,500 in wages within the state over a one-year period. FAMLI provides paid job-protected leave once an employee has worked at their position for more than 180 days (about six months), as well as legal protections against retaliation.

What if I work out-of-state?

If you live and work outside of Colorado, it is your responsibility to update your address in the portal so appropriate taxes and deductions are taken from your earned wages. CU will not pay FAMLI premiums for employees in other states, however appropriate deductions and taxes are processed depending on where the employee lives and works. Employees will not receive a refund of the premium if they fail to update their address in a timely manner.

How much do FAMLI leave benefits pay?

- The amount of FAMLI leave is based on weekly wages.
- Calculate your premium and benefits [3].

Will CU explore private plan options to replace the State of Colorado FAMLI program?

- Yes. CU is exploring the financial impact, ease of use and administrative processes for the State of Colorado FAMLI plan as well as private options.
- A private plan must provide the same benefits as the state FAMLI plan, and not impose any additional costs or restrictions. A private plan must be approved by the FAMLI Division before it takes effect.

How does FAMLI work with CU's current leave program?

This will be addressed in 2023 as more details are released regarding the State of Colorado FAMLI plan as well as private plan options.

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