



Colorado Family and Medical Leave Insurance

(FAMLI)



Beginning in 2024, Colorado's paid family and medical leave insurance (FAMLI) program will provide paid time off when you face life circumstances that pull you away from your job – like growing your family or caring for a loved one with a serious health condition.

How does it work?

Beginning on January 1, 2024, nearly every Colorado worker who earns at least \$2,500 in yearly wages within the state will be eligible to take paid family and medical leave during covered circumstances:

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

Depending on your income, when using paid leave, you will receive between 37% and 90% of your normal weekly wages. **Benefits are capped at \$1,100 per week.**

Most workers are eligible to receive up to 12 weeks of paid family and medical leave. Those who experience pregnancy or childbirth complications may receive an additional four weeks.

Who pays for FAMLI?

Contributions to Colorado's FAMLI program will be shared between employers and workers. Beginning on January 1, 2023, your employer may begin deducting up to 0.45% of your pay to cover your portion of the FAMLI premium, though some employers may choose to cover some or all of your share as an added benefit.

What are my rights?

Eligible Colorado workers have the right to take paid family and medical leave for covered circumstances. The leave benefit is "portable" and is not dependent on the amount of time you have worked for a specific employer or the size of your company.

Once you have served in your job for at least 180 days (about six months), your job is protected under the law. As long as you are eligible and qualify to use paid leave, your employer cannot prevent you from taking it, and cannot penalize or fire you for taking paid leave.

This poster is a summary and cannot be relied on as complete labor law information.
For more information, or to estimate your premiums or benefits, please visit famli.colorado.gov.



COLORADO
Family and Medical Leave
Insurance Program (FAMLI)
Department of Labor and Employment