



The FAMLI Act:

Family and Medical Leave Insurance for all Coloradans
Sponsored by Senator Jessie Ulibarri and Representative Joseph Salazar

2014 Bill Components:

- The bill creates a Family and Medical Leave Insurance division within the Department of Labor and Employment, and the division is established as an enterprise.
- Employees can receive wage replacement when they take leave for their own serious illness or temporary disability, to take care of an ill parent, child, spouse (including civil unions and domestic partners), or for the birth or adoption of a new child.
- Employees who have worked at least 680 hours at their job in the previous year will be eligible to receive wage replacement benefits.
- Employees in Colorado will be able to receive wage replacement for up to 12 weeks per year, and leave could be taken intermittently.
- Family and Medical Leave Insurance will replace between 66% and 95% of a worker's wages, with lower-income workers receiving a larger percentage of their wages than those with higher incomes. Wage replacement will be capped at \$1,000 per week.
- Each year, employees will have a waiting period when they first apply for benefits, where wage replacement benefits are not payable for the first seven calendar days of leave. After an employee uses ten or more days of family and medical leave in a year, they will receive wage replacement for the waiting period (unless the employer provided paid leave during that time).
- Employees will be guaranteed their same or equivalent job back when returning from leave, and they would be protected from discrimination or retaliation from their employer.
- Employees must notify their employer in writing about their intent to take leave from work and apply for wage replacement benefits. The Family and Medical Leave Insurance Division will also notify employers in writing when an employee has applied for benefits.
- The program is entirely funded and sustained through employee contributions. All employees in Colorado will contribute a small premium (Less than 0.5% of their salary, or about \$3/week for a typical full-time employee) to the Family and Medical Leave Insurance program.