



## COLORADO

### FAMLI Program Toolkit for Employees

Updated January 2026

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This toolkit has been developed to provide state employees with resources related to the Family and Medical Leave Insurance (FAMLI) program. The Colorado Department of Labor and Employment (CDLE) and the FAMLI Division administer this program, including determination of claims, eligibility, approval or denial of the FAMLI wage replacement benefit and leave, and appeals of determinations. Institutions of higher education (IHEs) may utilize a third party administrator or have a private plan separate from the CDLE program, so employees at IHEs should contact their human resources office to confirm.

The FAMLI program will provide all eligible employees a wage replacement benefit based on a portion of their weekly salary for as many as 12 weeks of leave, to care for themselves or a family member (with up to an additional four weeks upon FAMLI program approval for complications related to pregnancy or childbirth). Employees can use FAMLI leave to take time away from work to:

- Care for a new child, including adopted and fostered children.
- Care for self 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.
- Pregnancy and childbirth complications (eligible for up to an additional four weeks).
- Caring for a child in the neonatal intensive care unit (NICU) (eligible for up to an additional 12 weeks).

Because FAMLI wage replacement benefits cover only a portion of an employee's wages, employees have the option to use accrued sick leave and/or annual leave to make up the difference. FAMLI works concurrently with many of the state's leave benefit programs including FML, paid family medical leave (PFML), and, depending on the need for leave, short-term disability. (Note: the type of leave which may be coordinated with the FAMLI benefit will be based upon the reason for leave.) In

addition, FAMLI provides employment protection rights and legal protections against retaliation after 180 days of employment.

Employees must work closely with their department's benefits and leave administrators to coordinate with their existing employer-provided leave and benefits.

If the need for leave is related to an employee's own serious health condition, they may also apply for short-term disability and need to work closely with the disability carrier (Unum) for timely and accurate disability payments. In order to maximize wage replacement benefits under both programs, employees should consider filing for both FAMLI and short-term disability so they run concurrently, at the same time. Employees who file for short-term disability but not for FAMLI will receive a disability benefit that is reduced, possibly to \$0. Employees who are not eligible for FAMLI or who have exhausted their FAMLI benefits will need to supply documentation to the short-term disability carrier (Unum) in order to receive an unreduced disability benefit.

If you have a need for leave that qualifies under the FAMLI program or questions about how the program coordinates with your existing employer-provided leave and benefits, please contact your department's leave and benefits administrators.

Check back often for additional and/or updated resources.

DHR Resources	FAMLI Division Resources*
<ul style="list-style-type: none"><li>• Updated FAMLI <a href="#">FAQs</a></li><li>• <a href="#">Leave Comparison Chart</a></li><li>• <a href="#">Updated FAMLI make-whole election form</a></li><li>• <a href="#">Updated Agency Employer Info for FAMLI Application</a></li></ul>	<ul style="list-style-type: none"><li>• FAMLI <a href="#">website</a></li><li>• Official FAMLI program notice<ul style="list-style-type: none"><li>◦ Updated <a href="#">English</a> version</li><li>◦ Updated <a href="#">Spanish</a> version</li><li>◦ Updated <a href="#">Additional languages</a></li></ul></li><li>• Online premium and benefit <a href="#">Calculator</a></li><li>• Applying for FAMLI benefits<ul style="list-style-type: none"><li>◦ My FAMLI+ <a href="#">application portal</a></li><li>◦ My FAMLI+ <a href="#">user's guide</a></li><li>◦ My FAMLI+ <a href="#">application checklist</a></li><li>◦ My FAMLI+ <a href="#">how-to videos</a></li></ul></li></ul>

\*FAMLI Division Resources provide information about the FAMLI program available to all Colorado workers. For any questions regarding coordination with employer-provided leave and benefits, contact your department's leave and benefits administrators.