

Colorado Family and Medical Leave Insurance Program (FAMLI)

Employees who work in Colorado are eligible to file for state benefits for qualifying events.

For more information, see the [Colorado Family and Medical Leave Insurance Program website](#).

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► [Benefits summary](#)

Eligibility	The state will verify that you earned at least \$2,500 in wages in Colorado within the last year. There is no service requirement to apply, but there is a service requirement for job protection.
Benefit protection while on leave	You can continue your healthcare benefits while on Colorado FAMLI leave and will continue to pay the same amount for your benefits whether on paid or unpaid leave. If you are on unpaid leave, see paying for benefits while on unpaid leave .
Job protection	After 6 months of service, your job is protected. This means you are entitled to return to the same or an equivalent position when you return from leave.

Pay	<p>Eligible employees may receive up to twelve weeks of leave. Those who experience pregnancy or childbirth complications may receive an additional four weeks.</p> <p>You must apply to the state to receive a weekly benefit based on how much you earn and the duration of your leave. You can estimate your potential benefits by using the state calculator.</p> <p>You can take up to 12 weeks of paid leave in a 52-week period, starting from the day your leave begins.</p>
Using KP time off with FAMLI	<p>You may integrate your Colorado FAMLI benefit payments with your KP sick leave or other paid time off in order to receive full wage replacement.</p> <p>If Colorado FAMLI leave is used for a reason that also qualifies as leave under FMLA, then the leave will also count as FMLA leave used.</p>

► Qualifying events

You can use Colorado FAMLI leave to take time away from work to:

- Bond with a new child anytime within the first 12 months after a birth, adoption or foster care placement
- Care for yourself, if you have a serious health condition
- Care for a family member's serious health condition
- Make arrangements for a family member's military deployment
- Address the immediate safety needs and impact of domestic violence, stalking, and/or sexual assault for yourself or a family member

► Qualifying family members

A covered individual's:

- Child
- Parent
- Spouse
- Domestic Partner
- Grandparent
- Grandchild
- Sibling

- Someone with whom you have a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship.

▶ How to apply for Colorado FAMLI

Colorado FAMLI benefits will never be issued before the first date of absence and will often be issued in arrears, going back to the first date of absence.

A claimant can open a planned Colorado FAMLI Leave of any kind 30 days prior to the first date of the absence and up to 30 days after an absence.

See the [Leave of Absence process](#) and follow the instructions if you plan to apply for Colorado FAMLI.

▶ Notification to use

Colorado FAMLI leave may be taken continuously, intermittently, or as a reduced work schedule.

You or your manager must notify the NHRSC of your intent to use Colorado FAMLI benefits after you apply with the state, and at least 30 days before taking leave.

In an emergency, inform your manager (this does not have to be in writing) that you plan to use Colorado FAMLI within 24 hours.

See the [Leave of Absence process](#) and follow the instructions.

The state will notify KP when they approve or deny your request. Any inquiry into the status of your leave should be directed to the state.

▶ How Colorado FAMLI coordinates with other absences

Other regulatory or KP time off benefit	How it works with Colorado FAMLI
Family Medical Leave of Absence (FMLA)	May run concurrently with FMLA. If FAMLI leave is used for a reason that also qualifies as leave under FMLA, then the leave will also count as FMLA leave used.
Colorado HFWA	Accrued HFWA hours may be used to integrate Colorado FAMLI pay to get to full pay.

Other regulatory or KP time off benefit	How it works with Colorado FAMLI
Other KP time off benefits	You may also use KP time off or sick hours to integrate Colorado FAMLI pay to get to full pay.

► For more information

For details on the state benefits and process to apply	<ul style="list-style-type: none"> • For individual Colorado FAMLI account-specific questions, please call: 866-263-2654 • For general Colorado FAMLI program questions: CDLE_FAMLI_info@state.co.us • Colorado FAMLI website • Colorado FAMLI Employee Handbook
For questions on the leave process, reporting a leave, pay or benefits while on leave	<ul style="list-style-type: none"> • HRconnect Leave of Absence • National Human Resources Service Center (NHRSC)