

2023 FAMLI Program Notice

Your FAMLI Contributions Begin in January 2023

As an employee working in Colorado, beginning January 1, 2023, you will notice a new withholding on your paycheck in the amount of 0.45% of your gross wages. This mandated deduction has been put in place to fund Colorado's new, voter-approved Paid Family and Medical Leave Insurance Program (FAMLI). For illustrative purposes, \$0.45 will be withheld for every \$100 an employee earns.

EXAMPLE DEDUCTION:

An employee who earns \$45,000 annually will have a deduction of \$202.50 annually for FAMLI. This withholding amounts to:

- About \$4 per week;
- Less than \$8 bi-weekly;
- Or less than \$8.50 semi-monthly

Employees in Colorado will be able to apply for FAMLI benefits – like paid leave for up to 12 weeks when you or a family member experience a qualifying medical condition – starting in January 2024.

FREQUENTLY ASKED QUESTIONS

Can I file a claim now?

No. FAMLI benefits will not be available until 2024. We are in the process of building the technology and corresponding processes to accept claims. Expect to see more guidance from FAMLI Division on how to apply for benefits in the second half of 2023.

Can I opt out?

No. The FAMLI Act does not allow employees to opt out of the program.

I did not vote for this, why must I contribute part of my paycheck?

When Colorado voters passed Prop 118 in 2020, that established the FAMLI Act for all of Colorado. With the law now in effect, private employers and their workers across the state are required to comply.

Why am I paying for a benefit I cannot use for a year?

The FAMLI program is funded by premiums made by both employers and employees. Contributions made in 2023 will establish the fund that will eventually pay out benefits to Colorado workers in 2024. The gap year is needed to build the funds before benefits can be paid.

I don't plan on ever using this benefit, do I still need to contribute?

Yes. The FAMLI program is a social insurance program, and does not operate like a personal health saving account. Your individual contributions are not tied to when you apply for benefits. Contributions made by both employees and their employers will fund the social insurance pool that will eventually pay out benefits beginning in 2024.