



# Colorado - FAMLI

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# Disclaimer

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# Agenda

- 1 Overview of CO FAMLI
- 2 Scenarios including 2024 Considerations
- 3 Additional considerations

# Overview of FAMLI

Effective 1/1/2024

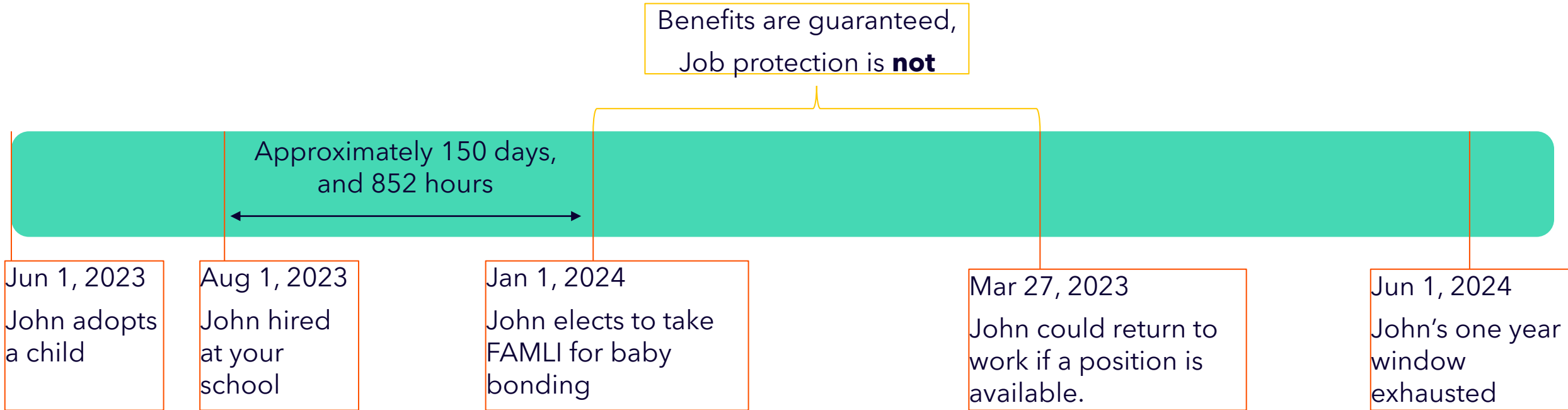
Colorado employees

- 12 weeks of income replacement, job protection\*, benefit protection
  - Additional 4 weeks available for serious health condition related to pregnancy
  - EE or family serious illness
  - Child bonding
  - Military exigency leave
  - Leave related to domestic or sexual violence
- Designed to run concurrently with FMLA -
- Contributions are 9% of earnings up to the social security wage cap (>10 employees split between ee and er)
  - Employers can opt to pay some of all of the EE cost



# Scenario 1

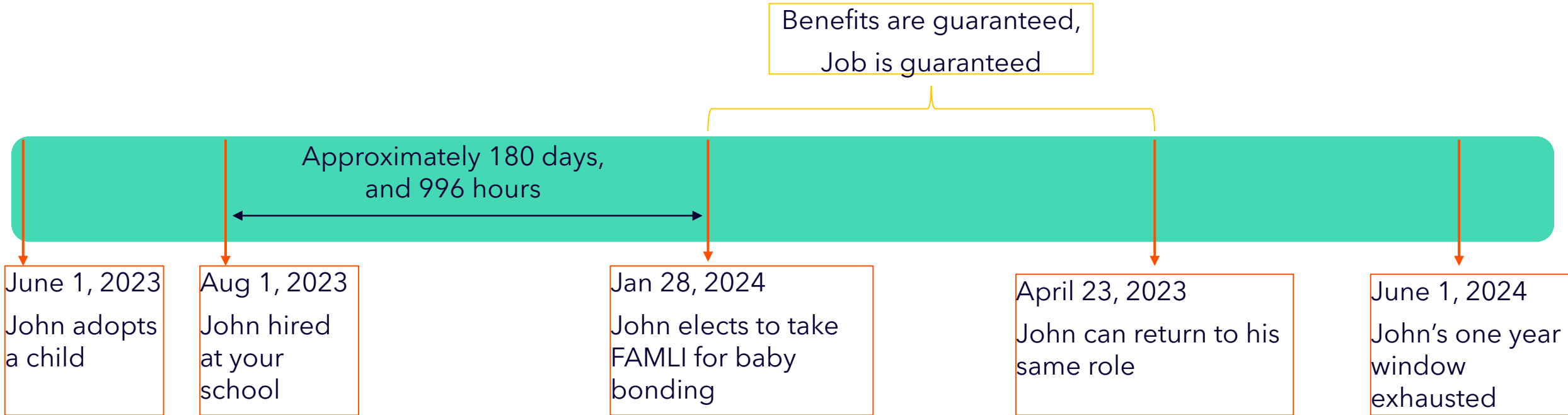
EE hired August 1, 2023, adopted a baby June 1, 2023



FMLA isn't applicable as John hasn't worked 1 year and 1250 hours within the 1 year adoption event

# Scenario 2

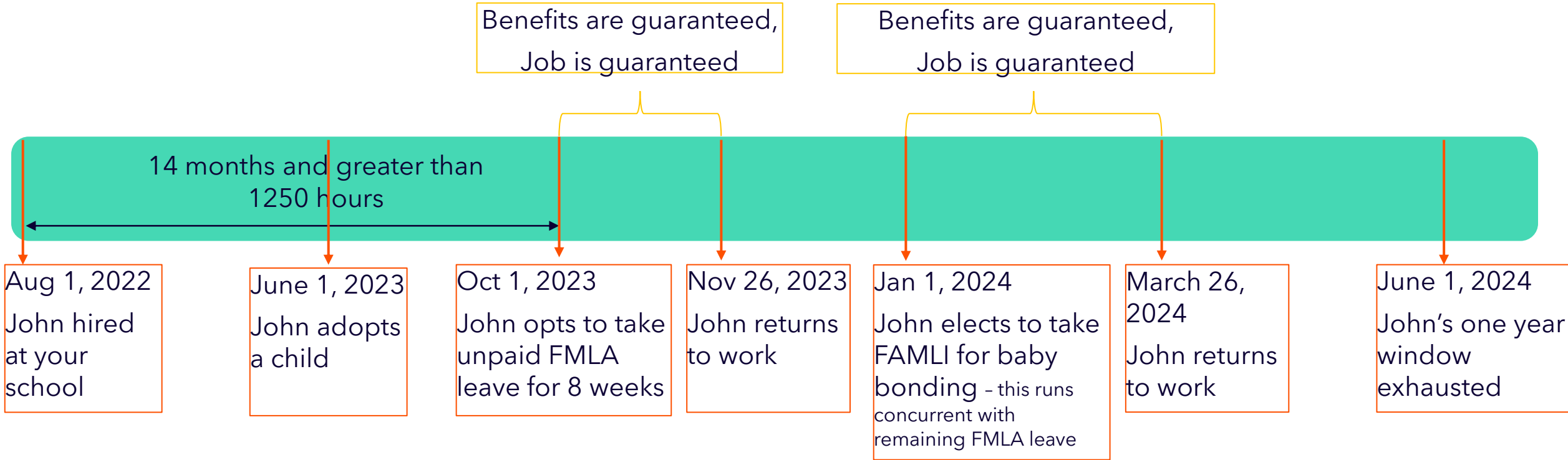
EE hired August 1, 2023, adopted a baby June 1, 2023



FMLA isn't applicable as John hasn't worked 1 year and 1250 hours within the 1 year adoption event

# Scenario 3

EE hired August 1, 2022, adopted a baby June 1, 2023



If John elected to take the **full 12 weeks** starting October 1, he would be due to return on 12/26/2023

# Additional considerations

## Communication

- Must provide notices of FMLA/FAMLI
- Cannot require the use of PTO/Sick - so those balances remain for use as needed
- Employees can use PTO/sick to supplement FAMLI income replacement NOT to exceed 100% of predisability income
- Create your policy and process NOW for EE share of benefit cost repayment.
- Update your handbook to reflect notification expectations, process, payroll adjustments and benefit repayment
- Hours worked will be a critical data point to measure





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