



Paid Family and Medical Leave Insurance Program CDASS Employer Premium Coming Soon

Background

Colorado Proposition 118, also known as the Paid Family and Medical Leave Insurance program (FAMLI), creates a statewide paid family and medical leave insurance program acting as a safety net for Colorado workers when they have personal or family caregiving needs. The purpose of the FAMLI program is to create a mechanism to collect insurance premiums from employers to defray the costs of providing the program's leave benefits to employees.

When Can I Expect to Start Seeing This Change?

Starting January 1, 2023 through December 31, 2024, the collected employer insurance premium on employee wages will be 0.9%. For the 2025 calendar year and subsequent years, the premium will be set by the Director of the Division of Family and Medical Leave Insurance within the Colorado Department of Labor and Employment. However, the premium will not exceed 1.2% in any year. Colorado employers will begin paying into the program on January 1, 2023.

Beginning January 1, 2024, Colorado employees may begin submitting FAMLI claims and receiving paid leave. Most employees are eligible to receive up to 12 weeks of paid leave. Those who experience pregnancy or childbirth complications may receive an additional four weeks. **An employee is eligible to receive paid leave if they meet the definition of "covered individual" (worked at least 180 days and has earned \$2,500 in wages) and meets one of the following requirements:**

- ✓ through birth, adoption, or placement through foster care is caring for a new child during the first year after the birth, adoption, or placement of that child;
- ✓ is caring for a family member with a serious health condition;
- ✓ has a serious health condition;
- ✓ any qualifying emergency leave;
- ✓ has a need for safe leave (related to domestic violence, stalking, or sexual assault/abuse)

CDASS Approach

This new FAMLI benefit will be available to eligible Consumer Directed Attendant Support Services (CDASS) Attendants and funded through the CDASS employer Cost to You. Employers will begin paying the 0.9% payroll premium on January 1, 2023. When the Division of Family and Medical Leave Insurance sets the rate for 2025 and subsequent years, Palco will provide advance notice to all employers with an updated Cost to You worksheet.

To begin planning for the change in your Cost to You, please click [here](#) for the 2022 Cost to You form.

For assistance with budget planning, contact Consumer Direct at 1-844-381-4433 or InfoCDCO@ConsumerDirectCare.com.

Learn More

The best way to learn more about FAMLI is by visiting the Division of Family and Medical Leave Insurance website or emailing the Division with your questions.

Website: <https://famli.colorado.gov>
Email: CDLE_FAMLI_info@state.co.us
Phone Number: 303-318-8000

Contact Us

If you have questions about Palco's approach to implement this premium, our Support Team is always ready to help. Contact us at 1-866-710-0456 or customersupport@palcofirst.com.