



Colorado Paid Family and Medical Leave (CO PFML) Benefit Provisions – Effective 01/01/2024

Contributions to state administered program to begin effective January 1, 2023

Employee Eligibility for Benefits	An employee who works for a covered employer becomes eligible for CO PFML benefits after they have earned at least \$2,500 in wages, subject to premium contribution, during the base period prior to claiming benefits.	
Covered Employers	<ul style="list-style-type: none"> • All employers with one or more employee working anywhere within the state of Colorado during twenty weeks in the current or prior calendar year; or paid wages of \$1,500 or more during any calendar quarter in the preceding calendar year. • State and political subdivisions are included. • Local government (any city, county, town, school district, special district or other political subdivision of the state) are included but have the options to opt out of the program. Vote requirement is necessary to opt out of program participation. Visit state website for more information, https://famli.colorado.gov/employers/local-governments • Federal government employers and employees are excluded from coverage requirements. 	
Reasons for Leave	Family Leave: <ul style="list-style-type: none"> • Bonding after birth, adoption, or foster placement of a new child within the first year • Care of a family member with a serious health condition • Military Exigency • Safe leave for victims of domestic violence, stalking, sexual assault, or abuse. 	Medical Leave: <ul style="list-style-type: none"> • Employee’s own serious health condition
Covered Relationships	Covered family member includes spouse, domestic partner, child, parent, grandparent, grandchild, sibling, or any individual with whom the employee has a significant personal bond that is like a family relationship.	
Funding	<p>May be shared between the employee and the employer, but an employee cannot be expected to pay more than the state allowable maximum contribution rates.</p> <ul style="list-style-type: none"> • 50% employee–paid / 50% employer-paid <p>State Plans: Employers with less than 10 employees (based on entire employee population) do not need to pay the employer share of CO PFML contributions.</p> <p>Private Plans: Employers may choose to pay more or all of the employee’s share. However, any remaining difference in premium due becomes the obligation of the employer.</p>	

Continued on next page

Maximum Employee Contribution	Based on the current state rate of 0.90% of employee's wages, the maximum employee contribution is: <ul style="list-style-type: none"> • 0.45% of employee's wages up to the social security wage limit. 	
Social Security Wage Limit	\$147,000, subject to change annually	
Job Protection	Included for employees who have worked for an employer for at least 180 days.	
Benefit Amount	<p>Will vary based on based on an employee's average weekly wages (AWW).</p> <ul style="list-style-type: none"> • 90% of an employee's AWW that is less than or equal to 50% of the state average weekly wage (SAWW), • Plus 50% of the employee's AWW that is greater than 50% of the SAWW, up to the maximum weekly benefit. <p>Maximum weekly benefit will be \$1,100 for 2024. (90% of the SAWW for 2025 and thereafter).</p>	
Maximum Leave Per Benefit Year	<p>Family Leave:</p> <ul style="list-style-type: none"> • Bonding after birth, adoption, or foster placement of a child – up to 12 weeks • Care of a family member with a serious health condition – up to 12 weeks • Safe leave for victims of domestic violence, stalking, sexual assault, or abuse – up to 12 weeks 	<p>Medical Leave:</p> <ul style="list-style-type: none"> • Employee's own serious health condition – up to 12 weeks (plus four weeks for pregnancy or childbirth related complications)
	Total combined Colorado PFML - 16 weeks within a benefit year (when the additional four weeks for pregnancy or childbirth related complications are applicable)	
Waiting Period	None	
Interacting with Other Laws	Colorado PFML will run concurrently with Family and Medical Leave Act (FMLA), when the employee's leave reason qualifies under both programs.	