

<b>Effective Date</b>	Employers and employees will begin contributing to the plan on January 1, 2023. Individuals will be eligible to take PFML beginning January 1, 2024.		
<b>Employee Eligibility</b>	Any employee who works for a covered employer for at least 180 days before the commencement of the PFML and has earned \$2,500 in wages subject to PFML premiums.		
<b>Covered Employers</b>	All private employers with one or more employees during 20 weeks of the year or who have paid wages of \$1,500 or more during any quarter in the preceding calendar year. State and political subdivisions are included, but the federal government is excluded.		
<b>Contribution Rates &amp; Funding</b>	<p>The CO PFML program will be funded by both the employer and employee using a 50/50 split. The total payroll tax amount for 2023 and 2024 will be 0.9% (0.45% paid by the employer and 0.45% paid by the employee), up to a \$161,700 per-person wage limit. Employers have the option of paying a larger percentage of the cost, up to 100%.</p> <p>In 2025 and each subsequent year, the law will review and adjust the premiums, up to a cap of 1.2% of each employee's wage.</p>		
<b>Reasons for Leave</b>	<p><b>Paid Family Leave (PFL):</b></p> <ul style="list-style-type: none"> <li>Bonding with newborn, adopted, or fostered child; caring for a family member with a serious health condition; assisting a family member called to active duty.</li> </ul>	<p><b>Paid Medical Leave (PML):</b></p> <ul style="list-style-type: none"> <li>Employee's own serious health condition.</li> </ul>	<p><b>Safe Leave:</b></p> <ul style="list-style-type: none"> <li>Employee or their family member is the victim of domestic violence, stalking, or sexual assault or abuse, as defined under Colorado law.</li> </ul>
<b>Weekly Benefits</b>	<p>Individuals will receive 90% of their average weekly wage (AWW) for the portion of wages that are less than or equal to 50% of the state average weekly wage (SAWW) and 50% of the portion of the wages that exceed 50% of the SAWW. This calculation generally means that the more an employee earns, the smaller the percentage of wage replacement they earn.</p> <p>The maximum weekly benefit is \$1,100 in 2024 and will be adjusted annually starting in 2025.</p>		
<b>Timing of Benefits</b>	Day one of leave; there is no elimination period.		
<b>Maximum Leave Benefit</b>	Employees will receive up to 12 weeks of paid family and medical leave. An additional four weeks are available for pregnancy or childbirth complications, bringing the maximum potential amount of paid leave to 16 weeks.		
<b>Voluntary Plan</b>	<ul style="list-style-type: none"> <li>State-administered</li> <li>Voluntary Plan: Must fully meet or exceed the state plan and be approved.</li> </ul>		
<b>Interacting with Other Laws</b>	Covered individuals who take PFML are entitled to the same position or a position with the same pay, benefits, and seniority or status. Employers must maintain health care benefits, and the covered individual will continue to pay their share of the cost during leave. However, covered individuals taking PFML do not accrue any other seniority or employment benefits during their leave. Employers may require that PFML run concurrently with the Family and Medical Leave Act (FMLA) for the same qualifying reason. Employers must specify that the leave runs concurrently to avoid stacking of benefits.		
<b>Additional Resources</b>	Please visit <a href="#">Proposition 118</a> legislation for additional details. It is expected that the State will provide additional outreach and education by Summer 2022. For more information visit the <a href="#">Colorado FAMI Toolkit</a> .		