



# NOTICE TO EMPLOYEES



Notice posting date: November 16, 2022

Beginning in 2024, Colorado's paid family and medical leave insurance (FAMLI) program will provide paid time off when you face life circumstances that pull employees away from their jobs like growing your family or caring for a loved one with a serious health condition.

Foothills Park & Recreation District ("District") has decided NOT to participate in the Colorado FAMLI program, per a vote of our governing body on November 8, 2022.

## What are my options for paid and unpaid leave?

**You still have the choice to voluntarily opt into FAMLI as an individual:** As a Colorado worker, you have the right to opt into FAMLI benefits pursuant to Colorado Revised Statute 8-13.3-514 C.R.S. You can self-elect coverage and submit your employee premium along with your wage data every quarter directly to the FAMLI Division by creating an account at [famli.colorado.gov](http://famli.colorado.gov) once the online FAMLI portal is live. If you create your own online account, you will need the District's FEIN and Human Resources can provide you with this information.

**You can learn more about the FAMLI program by contacting the Division at [CDLE\\_FAMLI\\_info@state.co.us](mailto:CDLE_FAMLI_info@state.co.us) or by visiting [famli.colorado.gov](http://famli.colorado.gov).** You might also find the [FAMLI Premium & Benefit Calculator](#) helpful.

The District also offers full-time employees generous paid time-off (sick, personal and vacation), which can be utilized for a number of purposes, voluntary short-term and long term disability and a Leave Assistance Program. Additionally, part-time and seasonal employees are eligible for paid sick leave that accrues in accordance with the Healthy Families & Workplaces Act. To learn more about these policies and programs, please reference the Employee Handbook available on the [intranet](#) or contact Human Resources. Full-time employees can also learn more about the voluntary disability plans by logging into their [Employee Navigator](#) account.

**You could be eligible for FMLA:** The Family and Medical Leave Act (FMLA) is a federal program that provides certain employees with up to 12 weeks of unpaid, job-protected leave in a rolling 12-month period for specified family and medical reasons. It also requires that their group health benefits be maintained during the leave. Employees who have worked a minimum 1,250 hours in the preceding rolling 12-month period are eligible for FMLA. The District does offer this type of leave to eligible employees. Please contact Human Resources at [hrdept@fhrpd.org](mailto:hrdept@fhrpd.org) for more information or to find out if you are eligible for FMLA leave.

Colorado's paid family and medical leave insurance (FAMLI) program will ensure most Colorado workers have access to paid leave during certain life circumstances and they won't have to choose between earning a paycheck and taking care of themselves or their families when life events happen.

### How does it work?

Beginning on January 1, 2024, nearly every Colorado worker who earns at least \$2,500 in yearly wages within the state will be eligible to take **paid family and medical leave** during covered circumstances:

- » To care for a new child, including adopted and fostered children
- » To care for themselves, if they have a serious health condition
- » To care for a family member with a serious health condition
- » To make arrangements for a family member's military deployment
- » To address the immediate safety needs and impact of domestic violence and/or sexual assault.

Depending on your income, when using paid leave, you will receive up to 90% of your normal weekly wages. Benefits are capped at \$1,100 per week.

Most workers are eligible to receive up to 12 weeks of paid family and medical leave.

Those who experience pregnancy or childbirth complications may receive an additional four weeks.

If your local government employer has decided to opt-out of FAMLI, you can opt-in to the program as an individual: As a Colorado worker, you have the right to opt into FAMLI benefits pursuant to Colorado statute 8-13.3-514. You can either self-elect coverage and submit your employee premium along with your wage data every quarter directly to the FAMLI Division by creating an account at [famli.colorado.gov](http://famli.colorado.gov), or your local government employer may assist you. If you create your own account, you will need the FEIN # of your employer. Please reach out to your HR representative for assistance and to review your options. You can learn more about the FAMLI program by contacting the Division at [CDLE\\_FAMLI\\_info@state.co.us](mailto:CDLE_FAMLI_info@state.co.us) or by visiting the website at [famli.colorado.gov](http://famli.colorado.gov).



**COLORADO**  
Family and Medical Leave  
Insurance Program (FAMLI)  
Department of Labor and Employment

This poster is a summary and cannot be relied on as complete labor law information. For more information, or to estimate your premiums or benefits, please visit [famli.colorado.gov](http://famli.colorado.gov).