

COLORADO

Colorado FAMLI (Family and Medical Leave Insurance) Reminder

Last chance notice. Employers who receive approval for private plans with an effective date of Jan. 1, 2024, will be eligible for a refund of premiums paid in 2023. The deadline for submission and approval of the plan is October 31, 2023. These organizations must also register with the division.

Posting Requirements Reminder

Colorado employers must post a required notice about the FAMLI Program in a prominent location in the workplace. The required notice has been made available on the FAMLI [website](#).

Employers will also be required to notify their employees about the program upon hiring and learning of an event that triggers employee eligibility.

Additional Resources

In addition, the division has created a “[paycheck stuffer](#)” employers can distribute with paystubs, post to intranet or include in internal communication channels that reach employees. The FAMLI website also has an [employer toolkit](#) and an [employee handbook](#) for employer use.

FAMLI Program

The FAMLI program will offer paid family and medical leave benefits to Colorado employees beginning Jan. 1, 2024. The program is funded by employer and employee contributions that start Jan. 1, 2023.

The program covers virtually all employers and applies to workers who have earned at least \$2,500 during a base period. Employers with fewer than 10 employees are not required to contribute to premiums.

Important Dates

October 31, 2023

Colorado FAMLI deadline to complete an approved private plan.

Quarter 3 wage reports and premiums are also due on this date.

December 31, 2023

Quarter 4 wage reports and premiums are due.

January 1, 2024

FAMLI benefits become available.

Colorado employers are required to post the workplace notice.

Provided to you by **GBS Benefits, Inc.**

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