



COLORADO

This comparison chart is intended to help employees understand their available leaves, based upon the qualifying condition and/or relationship.

		FAMLI ¹	FML ² (including State FML)	PFML ³	STD Leave ⁴
Bonding		X	X	X	
Employee's Own Serious Health Condition		X	X	X	X
Family Member's Serious Health Condition					
	Child (biological, adopted, foster, step, legal ward, in loco parentis) to include adult disabled child	X	X	X	
	Adult child (non-disabled)	X			
	Child of Domestic Partner	X			
	Parent (biological, adoptive, step, in loco parentis)	X	X	X	
	Parent of spouse (in-law) or Domestic Partner	X			
	Legal Guardian	X			
	Spouse	X	X	X	
	Domestic Partner	X	X	X	
	Civil Union Partner		X	X	
	Grandparent, grandchild, sibling (biological, adoptive, foster, step) of employee, spouse, or Domestic Partner	X			
	Individual with whom the employee has a significant personal bond, like that of a family member (regardless of biological or legal relationship)	X			
Exignecy Leave (aka Military Leave)		X	X	X	
Military Caregiver Leave			X	X	
Safe Leave		X		X	

1, 2, 3, 4: See other side for a brief discription of each leave.

Family and Medical Leave Insurance (FAMLI)¹: Starting in 2024, eligible employees are entitled to up to 12 weeks of FAMLI leave in a 12-month period, including a partial wage replacement benefit. Employees with serious health conditions caused by pregnancy complications or childbirth complications are entitled to up to 4 additional weeks of FAMLI leave and benefits. You do not have to have worked for the State for a minimum amount of time in order to qualify for FAMLI program leave and benefits. However you must have a qualifying condition and have earned \$2,500 over the previous year. FAMLI program benefits will provide up to 90% of the employee's average weekly wage, with a maximum weekly benefit of \$1,100. Employees may estimate their benefits by using the benefits calculator available at famli.colorado.gov. Employees and their departments may mutually agree to the employee's use of accrued annual and sick leave to "make-whole", or supplement, FAMLI benefits in order to provide full wage replacement. Qualifying conditions include (1) caring for a new child during the first year after the birth, adoption, or foster care placement of that child, (2) caring for a family member with a serious health condition, (3) caring for your own serious health condition, (4) making arrangements for a family member's military deployment, also known as Exigency Leave, (5) obtaining safe housing, care, and/or legal assistance in response to domestic violence, stalking, sexual assault, or sexual abuse, also known as Safe Leave. If you have been employed with the State for more than 180 days then your FAMLI-approved leave is job protected. Use and type of concurrent paid leaves depends on individual circumstances. For additional information, contact the FMLA Coordinator. The Colorado Department of Labor and Employment (CDLE) and the FAMLI Division administer this program, including determination of claims, eligibility and approval or denial of the FAMLI benefit and leave, and appeals of determinations.

Family Medical Leave (FML)²: After one (1) year of service, up to 480 hours of FML and up to 40 hours of State FML in a rolling 12 month period (prorated for part-time employees) may be used for (1) birth and care of a child, (2) placement and care of an adopted or foster child, (3) a serious health condition of a child, parent, spouse, (4) the employee's own serious health condition, (5) active duty family leave for qualifying exigency directly related to, being called to, or on active duty to a foreign country, or (6) up to 26 weeks (1040 hours) in a single 12-month period for military caregiver leave for servicemember who is serious ill or injured in the line of duty on active duty. Use and type of concurrent paid leaves depends on individual circumstances. For additional information, contact the FMLA Coordinator. An appropriate State of Colorado Medical Certificate form, as described above under sick leave, is often required.

Paid Family Medical Leave (PFML)³: Provides permanent full-time employees up to one-hundred sixty (160) hours of paid leave (prorated for permanent part-time employees) per rolling twelve (12) month period when employees are eligible and qualify for unpaid, job protected FML.

Short Term Disability (STD) Leave⁴: After one year of service, granted while STD benefits are being paid and the employee applies for the STD benefit within 30 days of the beginning of the absence. Must complete a waiting period and use PFML and/or accrued sick leave during the waiting period. Employees may elect to use accrued sick and annual leave to "make-whole" or supplement the STD benefit.