

ASAP



COLORADO

**Family and Medical Leave
Insurance Program (FAMLI)**

Department of Labor and Employment

2023 FAMLI UPDATE WEBINAR

November 2, 2023

ASAP



Bookkeeping

With the right mix of software and service, our accounting experts aim for simplicity so you can make more informed decisions.



Payroll & HR

Payroll that focuses on YOU. Our goal is to streamline processes, eliminate the hassles of processing, and mitigate risk.



40+ Professionals



2 Offices



900+ Clients

The ASAP Team



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Lisha



Crystal



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Rhonda



Carrie



Ryan



Michelle



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Haleigh



Danielle



Mary



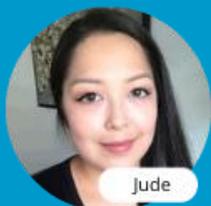
Nichol



Jen



Tracey



Jude



Sami



Jordin



Kaylee



Rachel



Rebecca



Nicole



Tyler



Upcoming Employment Law Seminar

Need help navigating ongoing updates to Federal and Colorado employment laws that impact your business?

Register today!

Wednesday, November 15

8:00AM – 4:00PM

Hotel Colorado, Glenwood Springs

Zoom Housekeeping Tips

- Use the Q&A feature for questions.
- Use Chat to report technical issues.
- Webinar recording will be available by tomorrow afternoon and emailed to all registrants with the presentation deck.



COLORADO
Family and Medical Leave
Insurance Program (FAMLI)

Speakers



Tracy Marshall

Division Director
CDLE FAMLI Division

David Gallivan

Compliance & Appeals Branch Manager
CDLE FAMLI Division



What We'll Cover

- FAMILI Implementation Timeline
- My FAMILI+ Employer
- My FAMILI+ Health Care Provider Portal
- Private Plan Resources, Exemption & Refunds
- My FAMILI+ for Claimants
- Rules for Reinstating Employees after Leave
- Q&A

This information is provided as a self-help tool and does not constitute as legal advice. Decisions as to whether or how to use this information and/or what actions to take are solely those of the employer. The providers of this information disclaim any and all responsibility and liability for its accuracy, completeness or fitness for your particular business purposes.

Colorado's Paid Family and Medical Leave Insurance (FAMLI) Program

[FAMLI.COLORADO.GOV](https://famli.colorado.gov)



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





Agenda

- Implementation Timeline
- My FMLI+ Employer
- My FMLI+ for claimants
- What to know about reinstating employees after leave
- Questions

2023 Colorado FAMLI Timeline



My FAMLI+ Employer

Find My FAMLI+ Employer on famli.colorado.gov

The screenshot shows the website for the Colorado Family and Medical Leave Insurance Program (FAMLI). The header includes the Colorado logo and the text "COLORADO Family and Medical Leave Insurance Program (FAMLI) Department of Labor and Employment". A search bar is located in the top right corner. A navigation bar below the header contains links for "Individuals and Families >", "Employers >", "Health Care Providers >", "Proposed/Adopted Rules", and "CDLE". The main content area has a breadcrumb trail: "Home > Employers > My FAMLI+ Employer". The title "My FAMLI+ Employer" is prominently displayed. On the left, there is a dropdown menu labeled "Employers" with a list of options: "My FAMLI+ Employer" (highlighted), "Employers Webinars", "FAMLI Newsletters", "FAMLI Toolkit", "Employers FAQ", "Local Governments >", and "Third Party Administrators (TPAs)". The main content area features a large heading "Registration is now open!" followed by a paragraph explaining that the portal is for Colorado businesses, third-party administrators (TPAs), and local government employers to manage their FAMLI accounts. It states that the portal is now open to all Colorado employers and invites users to create their account today. To the right of this text is a dark blue button with a laptop icon and the text "Log In to My FAMLI+ Employer". At the bottom, there are two video thumbnails: "My FAMLI+ Employer - How To Register" and "My FAMLI+ Employer - Local Governments ...".

Coming Soon!

Add your HR benefit point of contact!

Employers will be able to add a specific point-of-contact for their HR Benefits Manager who will receive letters once employees start applying for FAMLI leave.

Sign up for the [FAMLI newsletter](#) to get notified once this functionality is ready next month.



My FAMLI+ Health Care Provider Portal

Register with the FAMLI Division to help make things go smoothly when Coloradans start applying for benefits in 2024.

A health care provider is defined as any person licensed, certified, or registered under Federal or Colorado law to provide medical or emergency services:

- Physicians and doctors
- Nurses
- Emergency room personnel
- Midwives

Providers who register in My FAMLI+ will provide an elevated patient experience by getting rid of excess paperwork.

[Sign up here to receive FAMLI updates just for health care providers!](#)



FAMLI Applicants

Most working Coloradans can apply for benefits and move one step closer to the help they need.

Work doesn't come first, you do.

FAMLI Health Care Providers

A health care provider is a licensed, certified, or registered medical professional under Federal or Colorado law.

Start helping patients today.

Apply for FAMLI. As Easy As 1, 2, 3!

- **Create your account**
Set up your profile to get started with FAMLI.
- **Submit your application**
Answer a few questions to learn if you're eligible.
- **Track your application status**
View updates in your FAMLI dashboard.

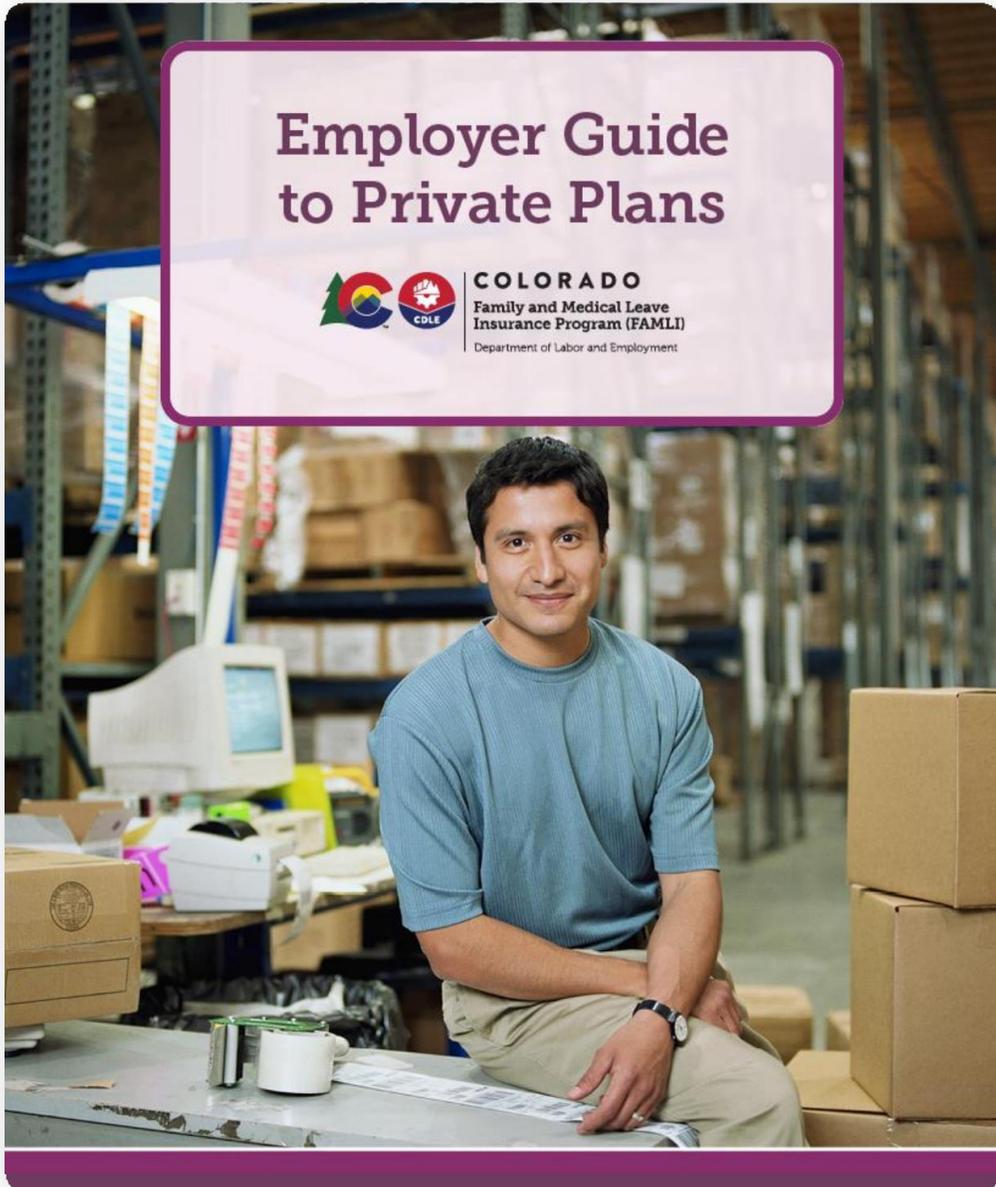
Subscribe to our newsletter for helpful tips and FAMLI updates. [Subscribe](#)

This system may contain U.S. Government information, which is restricted to authorized users ONLY. Unauthorized access, use, misuse, or modification of this computer system or of the data contained herein or in transit to/from this system may constitute a violation of Title 18, United States Code, Section 1030, and may subject the individual to criminal and civil penalties pursuant to Title 26, United States Code, Sections 7213, 7213A, and 7431.

This system and equipment are subject to monitoring to ensure proper performance of applicable security features or procedures. Such monitoring may result in the acquisition, recording, and analysis of all data being communicated, transmitted, processed, or stored in this system by a user. If monitoring reveals possible

Private Plan Resources

Employer Guide to Private Plans



Private Plan Approval

Checklists, and step-by-step instructions for submitting an application for Private Plan Approval:

famli.colorado.gov/employers/private-plans

Application Fee information

\$500 through 2024

How to notify employees

What to tell your employees and when



2023 Refunds

Things to Know:

- FAMLl will reach out to Employers for their refund method preference (ACH Credit or paper check) and a list of individuals who contributed premiums.
- The private plan refund will include both Employer and Employee contributions, except for those contributions for individuals who are no longer employed by the Employer.
- The Employer must reimburse contributions to employees unless the private plan specifically authorizes employers to collect contributions in 2023.
- The Employer must identify former employees who paid premiums and are due refunds.

ASAP ACCOUNTING & PAYROLL Using My FAMIL+

- Create your profile (or use an existing profile) at login.gov
- Choose the type (and length) of leave
- Enter your typical work schedule

- Get a list of required paperwork
- File your claim
- Check progress

Claim Filing Overview | My FAMIL+
This may apply to you if a FAMIL+ staff member or a Designated Representative has filed a claim on your behalf.

Yes No

[Back](#) [Submit](#)

Claim Filing Overview

Review the steps to complete your claim and select your claim type to learn more about the information and documents you'll need in order to submit.

Steps to File Your Claim

- 1 My Details**
Provide your information to start the claim. If you're submitting on someone else's behalf, answer as if you're them.
- 2 Employment**
Provide your employment information and select the employer(s) you'll need leave from for this claim.
- 3 Leave Details**
Select the type of leave and duration of time you need to take off for this claim. You'll also upload documents to support your reason for taking leave.
- 4 Payment**
Select how you would like to receive your leave payments.
- 5 Review & Submit**
Review the information you provided and submit the claim. Once all required documents are submitted, you'll receive an update within two weeks.

Information About Claim Types

- Bonding Leave
- Safe Leave
- Exigency Leave
- Medical and Care Leave

[Back](#) [Next](#)

Enter 0 for any days you don't typically work.
* = Required field

State of Colorado [Calculate Average Schedule](#)

Sunday*	Monday*	Tuesday*	Wednesday*	Thursday*	Friday*	Saturday*	Total
0.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00

[Back](#) [Save & Exit](#) [Next](#)

When employees seek leave



- FAMLI will notify employers within 5 business days
- Employee leave details should be kept confidential
- Employers can provide information
- FAMLI has fraud measures in place to protect the fund, claimants, employers and providers

Things to know about reinstatement rules:



- Employees who take FMLI leave are entitled to be restored by the employer to the position they held when the leave started.
- An individual is considered employed on any day they work, on their days off, and during any leave (paid or unpaid) where the employer reasonably believes the individual will return to work.
- An employer is **not obligated** to reinstate an employee IF an employee's position is eliminated due to **legitimate downsizing or reorganization**.
- An employer is **not obligated** to reinstate an employee IF the employee **cannot perform the essential functions of their job** any longer following the period of leave.



We want to hear from you!

We want to build a FAMLl program that is fair and meets the needs of both employers and workers.



WEBSITE
FAMLl.Colorado.gov



PHONE
1-866-CO-FAMLl
(1-866-263-2654)



SOCIAL MEDIA
[@ColoradoFAMLl](https://twitter.com/ColoradoFAMLl)

Monday - Friday
8 A.M. - 4 P.M.

Thank You!

QUESTIONS?

