

## Colorado Family & Medical Leave Insurance Program (CO FMLI)

Family and Medical Leave Insurance (FMLI) ensures Colorado workers have access to paid leave in order to take care of themselves or their family during life circumstances that pull them away from their jobs, so workers don't have to choose between earning a paycheck and taking care of their families.

Covered Colorado workers may receive up to twelve weeks of leave per year to:

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

**\*\*An additional four weeks (totaling 16 weeks) is available for serious health conditions related to pregnancy or childbirth complications. Beginning Jan. 1, 2026, up to 12 extra weeks (for a maximum of 24) may be available for parents with infants in the NICU.\*\***

### Eligibility

- Most Colorado employees become eligible to take paid leave once they have earned a specified number of wages subject to FMLI premiums, over the previous year.
- Please click [here](#) for further information on eligibility.

### Weekly Benefit

- FMLI wage replacement benefits will be paid at a rate of 90% of the employee's average weekly wage, up to a maximum weekly benefit.
- Benefits are calculated on a sliding scale using the individual's average weekly wage for the state of Colorado. This may increase over time.
- For clarification on benefits, click [here](#) to access a benefit calculator.

### Waiting Period

- There is no waiting period before FMLI leave is effective.

### Job & Benefit Protections

- Approved FMLI leave offers job protection once an employee has been at that employer for more than 180 days (about six months).
- When applicable, a worker should request leave under the federal Family and Medical Leave Act (FMLA) concurrently, which our Leave Management office can assist with.
- During FMLI leave, employers must maintain the same health insurance benefits as if the employee were still working.

### Coverage Period

- Most employees are eligible to receive up to twelve (12) weeks of paid leave.
- An additional four weeks (totaling 16 weeks) is available for serious health conditions related to pregnancy or childbirth complications.
- Beginning Jan. 1, 2026, up to 12 extra weeks (for a maximum of 24) may be available for parents with infants in the NICU.
- Leave can be taken on a continuous basis or intermittently.

### Filing for Disability

- To apply you must file a claim directly with the state.
- To file a claim, visit the state website [here](#).