

Everything you need to know about Paid Leave-Colorado

The Colorado FMLI (CO FMLI) program allows workers, like you, to take **paid time off**. You can use this time to welcome a new child, to care for yourself or a family member with a serious health condition, to take safe leave related to you or your family member or for military exigency. Your employer has a private plan through Unum (Paid Leave-CO), which provides benefits as generous as the CO FMLI program.

Reasons for you to request leave

You can apply for up to a combined **total of 12 weeks*** to:



- Manage your own serious health condition
- Care for a family member with a serious health condition
- Bond with a new child — adopted, foster or birth**
- Take Safe Leave for seeking legal or medical assistance or relocation or victim service assistance related to domestic violence, harassment, stalking or sexual assault
- Manage family affairs because of military deployment of a family member
- Effective 1/1/2026, up to 12 additional weeks for parents while their newborn is in the Neonatal Intensive Care Unit (NICU).

*Employees who have limitations related to pregnancy, childbirth or lactation may be eligible for an additional four weeks.

**Can only be taken during the 12 months following birth/placement.

Important definitions for understanding qualified leave



Serious health condition

An illness, injury, impairment, pregnancy, recovery from childbirth, or physical or mental condition that:

- Involves inpatient care in a hospital, hospice, or residential medical care facility
- Continuing treatment by a healthcare provider

Important definitions for understanding qualified leave



Family member

A family member under Paid Leave-Colorado can be any of the following:

- Your spouse or domestic partner
- Your child (biological, adopted, stepchild or foster child)
- Your spouse or domestic partner's child or the child's spouse or domestic partner
- Your parent (biological, adoptive, stepparent, foster parent or legal guardian)
- The parent of your spouse or domestic partner or your parent's spouse or domestic partner
- Your sibling or stepsibling or their spouse or domestic partner
- Your grandparent or your grandparent's spouse or domestic partner
- Your grandchild or your grandchild's spouse or domestic partner
- Any one individual with whom you have a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship

How Paid leave helps you and your family

Benefits

Benefits are based on the average weekly wage of workers throughout Colorado: \$1,534.94 per week effective 7/1/25.

The weekly benefit amount for you is calculated as follows: the portion of your average weekly wage* that is equal to or less than 50% of the state average weekly wage will be replaced at a rate of 90%. Individuals with an average weekly wage greater than 50% of the state average weekly wage will receive 90% of 50% of the state average weekly wage plus 50% of their average weekly wage above that amount.

The maximum Weekly Benefit Amount derived from the above calculation shall not be more than \$1,381.45 (90% of the State Average Weekly Wage effective 7/1/2025).

Protections

Your time off through Colorado FAMLI is job-protected if you've worked for your employer for at least 180 calendar days prior to the commencement of leave.

When you return from leave, your employer must restore you to the same job you had before taking leave or to an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment. There are some limited exceptions to this protection.

If you get health insurance through your employer, they must continue to pay for their portion of that health insurance. If you usually pay a portion of your health insurance costs through your employer, you'll need to continue to do that during your leave.

*"Average weekly wage" means one-thirteenth of the wages paid during the quarter of the covered individual's base period, as defined in section 8-70-103 (2), or alternative base period, as defined in section 8-70-103 (1.5), in which the total wages were highest. The state average weekly wage is adjusted annually and becomes effective 07/01 of each year.

Example

Suzie's average weekly wage* is \$1,500 per week. Since she earns more than 50% of the CO average weekly wage (\$767.47), she will receive:

$$\begin{array}{r} 90\% \text{ of } \$767.47 = \\ \text{\textbf{\$690.72}} \\ + \\ 50\% \text{ of } (\$1,500 - \$767.47) = \\ \text{\textbf{\$366.26}} \\ \hline \text{\textbf{\$1,056.98}} \end{array}$$

For illustrative purposes only.

If your employer offers it, you can choose to supplement your CO FAMLI benefits with other paid leave you've earned (e.g. PTO, sick time) to top up to 100% of your average weekly wage.

What you need to apply for Paid Leave with Unum

Documents to verify your leave



Medical leave

You'll need to include information from a health care professional that says

- That you have a serious health condition
- When your condition began
- How long they think your condition will continue
- Any other relevant details about your condition



Family leave to care for a family member with a serious health condition

You'll need to include information from a health care professional that says

- That your family member has a serious health condition
- When your family member's condition began
- How long they think your family member's condition will continue
- Any other relevant details about your family member's condition
- Information about how often and how long your family member needs you to care for them

You may need to provide

- The name and address of your family member and their relationship to you
- Proof of your family member's identity



Family leave to bond with a new child

To take family leave to bond with a newborn child, you may need to submit proof of birth, which may include:

- a birth certificate,
- an application for a birth certificate, - documentation from a health care provider who provided care during the birth or recovery,
- or other vital records documenting the birth.

*Please ensure documentation submitted includes the child's date of birth.

To take family leave to bond with a child who has been recently adopted or placed in your home for foster care, you'll need documentation from the adoption agency confirming the date of the child's adoption or placement.

Documents to verify your leave



Safe Leave

You may need to provide the following:

- a Safe Leave Attestation Form; and/or
- any other reasonable information or documentation necessary to process your Safe Leave claim.

If you have difficulty getting these documents or have concerns about safety, you can give a written statement confirming you qualify for safe leave.



Family military leave – qualifying exigency (QE)

You may need to provide the following:

- Active duty orders
- Statement or description of appropriate facts regarding the qualifying exigency reason to support the need for leave
- Available written documentation that supports the request for leave
- Appropriate contact information for the individual or entity with whom the employee is meeting (such as the name, title, organization, address, telephone number, fax number and email address) and a brief description of the purpose of the meeting
- The approximate date on which the QE begins/will begin
- Beginning and end dates of the absence or estimate of the frequency and duration of the QE



Contact Unum to take advantage of all your benefits

Call 1-800-858-6843 or visit www.unum.com to understand your options for filing a claim.



**Better benefits
at work.™**

unum.com

Unum insurance products are underwritten by the subsidiaries of Unum Group.

© 2026 Unum Group. All rights reserved. Unum is a registered trademark and marketing brand of Unum Group and its insuring subsidiaries.

MK-1808250-6

FOR EMPLOYEES

(5-26)