



CU FAMLI Private Plan Notice

Private Plan Notice¹

The University of Colorado (University) has elected to use a private plan to provide its employees with Family and Medical Leave Insurance (FAMLI) benefits. The University of Colorado FAMLI Self-insured Private Plan for Colorado Employees (Plan) is offered to employees in lieu of the university’s participation in the state FAMLI plan. The Division of Family and Medical Leave Insurance approved the university’s plan on May 10, 2023.

The Plan is effective January 1, 2024.

Benefits under this Plan are available to university employees localized in the state of Colorado. Eligibility for the Plan begins on the employee’s date of hire.

Eligible employees are entitled to up to 12 weeks of paid family and medical leave per year with a partial wage replacement. Individuals with serious health conditions caused by pregnancy complications or childbirth complications are entitled to up to four additional weeks for a total of 16 weeks.

The Plan, in accordance with C.R.S. § 8-13.3-506, provides wage replacement benefits for eligible employees on leave based on earning levels, up to a maximum of \$1,100 per week.

The chart below provides an example of wage replacement benefits.

Weekly Wage	Weekly Benefit	Maximum Annual Benefit	Percent of Weekly Wage
\$500	\$450	\$5,400	90%
\$1,000	\$768	\$9,216	77%
\$1,500	\$1,018	\$12,216	68%
\$2,000	\$1,100	\$13,200	55%
\$3,000	\$1,100	\$13,200	37%

¹ This notice is for informational purposes only. If there is any conflict between this notice and the Plan document, the Plan document controls.



An eligible employee who has worked for the university for at least 180 days is entitled to return to the same position, or an equivalent position, upon their return from FAMILI leave.

The university will maintain any health care benefits the employee had prior to taking leave. The employee will continue to pay the employee's share of the cost of health benefits.

The FAMILI Division sets the premium rate. The university will deduct up to 50% of the total premium from an employee's wages. Beginning in January 2023, 0.45% of an employees' wages have been deducted and will continue to be deducted from the employee's paycheck.

An eligible employee may apply for plan benefits by submitting an application form and required documentation to Employee Services. Application forms and instructions are available on the [Employee Services website](#).

Employees may appeal the following:

- the failure to issue a decision on the employee's application within two weeks of receiving a completed application;
- an adverse determination of a claim for plan benefits;
- the failure to pay the full claim approved;
- the closure of a claim based on the determination that the claim was not properly filed;
- a disqualification from Plan benefits; or
- the identification and/or collection of an overpayment.

Appeals may be filed with the university or the Division. Appeal information can be on the [Employee Services website](#). Employees are strongly encouraged to file a first appeal with the university as the most efficient means of correcting administrative errors.

The university may not interfere with employees' rights under FAMILI and may not discriminate or retaliate against employees for exercising those rights. Employees who suffer retaliation, discrimination, or interference may file a complaint with the FAMILI Division or a suit in court.

Contact the FAMILI Division at:

[CDLE FAMILI info@state.co.us](mailto:CDLE_FAMILI_info@state.co.us)

1-866-CO-FAMILI
(1-866-263-2654)

[FAMILI website](#)

Contact the University as the CU FAMILI Plan Administrator at:

Leave@cu.edu

303-860-4353

[CU FAMILI website](#)

Employee Services

1800 Grant St. • Suite 400 • Denver, Colorado 80203
303-860-4200 • 855-216-7740 (toll-free) • 303-860-4299 (fax) • employeeservices@cu.edu