

Employee Services: Leave Program

Paid Parental Leave and Other Leave Benefits

This document outlines how CU FAMLI interacts with Parental Leave and Short-Term Disability policies by job classification and campus policies.

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All Campuses

CU FMLI Eligible with NO CU Parental Leave

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	FAMLI partial wage replacement	sick/vacation leave if eligible

Paid Leave Options (with 6-week Short-Term Disability* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMLI partial wage replacement	sick leave*
Weeks 5-6	FAMLI partial wage replacement	STD
Weeks 7-12	FAMLI partial wage replacement	sick or vacation leave

Paid Leave Options (with 8-week Short-Term Disability* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMLI partial wage replacement	sick leave*
Weeks 5-8	FAMLI partial wage replacement	STD
Weeks 9-12	FAMLI partial wage replacement	sick or vacation leave

*Faculty and University Staff must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay
STD: Short-Term Disability **PPL:** CU Paid Parental Leave

Classified Staff

CU FMLI Eligible Classified Staff (System, UCCS, UCD, Anschutz)

CU Parental Leave (job protection for up to 26 weeks or 6 months)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	FAMLI partial wage replacement	PFML; CU Paid Parental Leave if PFML is exhausted
Weeks 7-12	FAMLI partial wage replacement	PFML/sick/vacation leave
Weeks 13-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick, and vacation leave are exhausted	N/A

Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMLI partial wage replacement	PFML or sick leave to supplement FAMLI
Weeks 5-6	FAMLI partial wage replacement	STD to supplement FAMLI
Weeks 7-12	FAMLI partial wage replacement	PFML, sick or vacation leave to supplement FAMLI
Weeks 13-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick, and vacation leave are exhausted	N/A

Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMLI partial wage replacement	PFML or sick leave to supplement FAMLI
Weeks 5-8	FAMLI partial wage replacement	STD to supplement FAMLI
Weeks 9-16*	FAMLI partial wage replacement	PFML, sick or vacation leave to supplement FAMLI
Weeks 17-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick, and vacation leave are exhausted	N/A

*FAMLI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

STD: Short-Term Disability **PFML:** Paid Family Medical Leave

CU FAMILI Eligible Classified Staff (Boulder)

CU Parental Leave (job protection for up to 26 weeks of 6 months)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	PFML, CU Paid Parental Leave after PFML is exhausted	N/A
Weeks 7-18	FAMILI partial wage replacement	PFML, sick or vacation leave
Weeks 19-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMILI partial wage replacement	PFML; CU Paid Parental Leave after PFML is exhausted
Weeks 5-6	FAMILI partial wage replacement	STD
Weeks 7-12	FAMILI partial wage replacement	Remaining PFML/CU Paid Parental Leave, sick or vacation leave
Weeks 13-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMILI partial wage replacement	PFML; CU Paid Parental Leave after PFML is exhausted
Weeks 5-8	FAMILI partial wage replacement	STD
Weeks 9-16*	FAMILI partial wage replacement	Remaining PFML/CU Paid Parental Leave, sick or vacation leave
Weeks 17-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

*FAMILI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

FAMILI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

STD: Short-Term Disability **PFML:** Paid Family Medical Leave

CU FAMILI Non-Eligible Classified Staff

CU Parental Leave (job protection for up to 26 weeks of 6 months)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	PFML; CU Paid Parental Leave after PFML is exhausted	N/A
Weeks 7-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	PFML; CU Paid Parental Leave after PFML is exhausted	N/A
Weeks 5-6	STD	PFML/PPL/sick/vacation leave
Weeks 7-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	PFML; CU Paid Parental Leave after PFML is exhausted	N/A
Weeks 5-8	STD	PFML/PPL/sick/vacation leave (PPL only available through week 6)
Weeks 9-26	PFML/sick/vacation leave through exhaustion; LWOP after PFML, sick and vacation leave are exhausted	N/A

FAMILI: Family and Medical Leave Insurance **LWOP:** Leave without Pay
STD: Short-Term Disability **PFML:** Paid Family Medical Leave

12-Month Faculty and University Staff

CU FMLI Eligible 12-Month Faculty and University Staff (System, UCCS, UCD, Anschutz)

CU Parental Leave (job protection for up to 26 weeks or 6 months)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	FAMLI partial wage replacement	CU Paid Parental Leave
Weeks 7-12	FAMLI partial wage replacement	sick/vacation leave
Weeks 13-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Paid Leave Options (with 6-week Short-Term Disability* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMLI partial wage replacement	sick leave*; CU Paid Parental Leave if sick leave is exhausted
Weeks 5-6	FAMLI partial wage replacement	STD after exhaustion of sick leave
Weeks 7-12	FAMLI partial wage replacement	sick or vacation leave
Weeks 13-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Paid Leave Options (with 8-week Short-Term Disability* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMLI partial wage replacement	sick leave*; CU Paid Parental Leave if sick leave is exhausted
Weeks 5-8	FAMLI partial wage replacement	STD after exhaustion of sick leave
Weeks 9-16**	FAMLI partial wage replacement	sick or vacation leave
Weeks 17-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

*Employees must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

**FAMLI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

STD: Short-Term Disability **PPL:** CU Paid Parental Leave

CU FAMILI Eligible 12-Month Faculty and University Staff (Boulder)

CU Parental Leave (job protection for up to 26 weeks of 6 months)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	CU Paid Parental Leave	N/A
Weeks 7-18	FAMILI partial wage replacement	sick or vacation leave
Weeks 19-26	sick/vacation leave through exhaustion; LWOP after sick, and vacation leave are exhausted	N/A

Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMILI partial wage replacement	sick leave*
Weeks 5-6	FAMILI partial wage replacement	STD
Weeks 7-12	FAMILI partial wage replacement	sick or vacation leave
Weeks 13-18	CU Paid Parental Leave	N/A
Weeks 19-26	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMILI partial wage replacement	sick leave*
Weeks 5-8	FAMILI partial wage replacement	STD
Weeks 9-16**	FAMILI partial wage replacement	sick or vacation leave
Weeks 17-22	CU Paid Parental Leave	N/A
Weeks 23-26	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

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**FAMILI gets extended to 16 weeks for pregnancy complications including C-section. Even if EE does not apply for STD.

FAMILI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

STD: Short-Term Disability **PPL:** CU Paid Parental Leave

CU FMLI Non-Eligible 12-Month Faculty and University Staff

CU Parental Leave (job protection for up to 26 weeks of 6 months)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	CU Paid Parental Leave	N/A
Weeks 7-26	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

Paid Leave Options (with 6-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	sick leave*	N/A
Weeks 5-6	STD	vacation leave
Weeks 7-26	sick/vacation leave through exhaustion; LWOP after sick and vacation leave are exhausted	N/A

Paid Leave Options (with 8-week Short-Term Disability period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	sick leave*	N/A
Weeks 5-8	STD	vacation leave
Weeks 9-26	vacation leave through exhaustion	LWOP after sick and vacation leave are exhausted

*Employees must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay
STD: Short-Term Disability **PPL:** CU Paid Parental Leave

9-Month Faculty

CU FAMILI Eligible 9-Month Faculty (Boulder)

CU Parental Leave (job protection for up to 18 weeks)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	UCB Faculty Parental Leave	N/A
Weeks 7-18	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave

CU FAMILI Eligible 9-Month Faculty (UCCS, UCD)

CU Parental Leave (job protection for up to 18 weeks)

Paid Leave Options (no Short-Term Disability)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-12	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave
Weeks 13-18	Faculty Paid Parental Leave up to 50% pay	sick leave

Paid Leave Options (with 6-week Short-Term Disability* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave*
Weeks 5-6	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	STD after exhaustion of sick leave
Weeks 7-12	FAMILI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave
Weeks 13-18	Faculty Paid Parental Leave up to 50% pay	sick leave

Paid Leave Options (with 8-week Short-Term Disability* period; birthing parent only)

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-4	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave*
Weeks 5-8	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	STD after exhaustion of sick leave
Weeks 9-12	FAMLI partial wage replacement and Faculty Paid Parental Leave combine to pay at least 50%	sick leave
Weeks 13-18	Faculty Paid Parental Leave up to 50% pay	sick leave

*Employees must exhaust sick leave to be eligible for STD. In most cases, the Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later. Employees who enrolled in STD during an annual Open Enrollment may be subject to a 60-day waiting period the first year they are enrolled.

FAMLI: Family and Medical Leave Insurance

Tenured/Tenure Track Faculty

CU FAMLI Eligible Tenured/Tenure Track Faculty (Boulder)

CU Parental Leave (job protection for up to 18 weeks)

Paid Leave Options

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-18	UCB Faculty Paid Parental Leave	N/A

FAMLI: Family and Medical Leave Insurance **LWOP:** Leave without Pay

STD: Short-Term Disability **PPL:** CU Paid Parental Leave

Graduate Students

CU FAMILI Eligible Graduate Students (Boulder)

Paid Leave Options

Weeks on Leave	Paid Leave	Supplemental Leave Options
Weeks 1-6	FAMILI partial wage replacement	CU Paid Parental Leave to supplement FAMILI
Weeks 7-12	FAMILI partial wage replacement	sick leave

FAMILI: Family and Medical Leave Insurance **LWOP:** Leave without Pay
STD: Short-Term Disability **PPL:** CU Paid Parental Leave